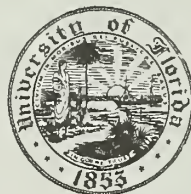




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# ALL HANDS



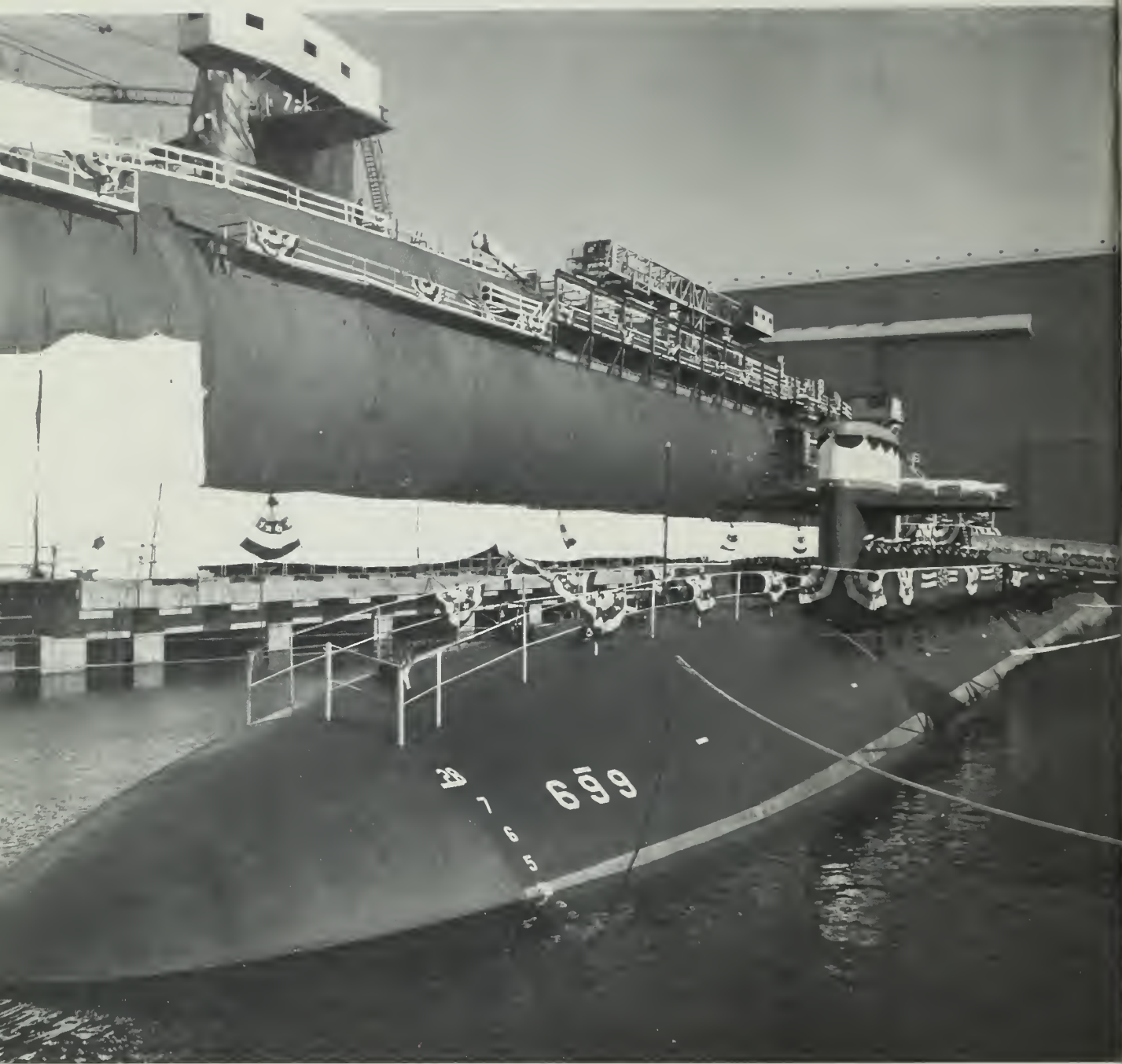
- George Welch - 'It's Been A Team Effort'
- DDG 47 - A Look At A New Class Of Ship

**JANUARY 1979**

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*Ohio, the nation's first Trident missile firing submarine, dwarfs the SSN 688-class attack submarine Jacksonville (SSN 699) afloat in graving dock following launching in November at Groton, Conn. Ohio is scheduled for launching this year. (General Dynamics photo.)*

# ALL HANDS

MAGAZINE OF THE U.S. NAVY—56th YEAR OF PUBLICATION  
JANUARY 1979 NUMBER 744

Chief of Naval Operations: ADM Thomas B. Hayward  
Chief of Information: RADM David M. Cooney  
OIC Navy Internal Relations Act.: CAPT James E. Wentz

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Back: Sunset on Bloodsworth Island. Photo by PH2 Dave Longstreath.

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# Currents

## DC Bound Personnel

**Have Year to Repay "Dead Horse"** ● Navy men and women transferring to the Washington, D.C., area soon may have up to a year to pay back a "dead horse." Navy people under PCS orders to duty stations in CONUS other than the national capital region continue to have six months to pay back advance pay which may be authorized under PCS orders. In the past, the 12-month payback applied only to personnel going to or between overseas duty stations. The Navy also is considering other high cost regions for the 12-month payback option. The high cost involved in setting up a household in the Washington, D.C., area is the reason for the extra six months' extension in paying back the "dead horse." Commanding officers may approve the advance pay liquidation period of 12 months incident to transfer to the Washington, D.C., area. Approval will be granted only on a case-by-case basis when the need is evident. Further information will be included in NAVCOMPT Notice 7220. The national capital region includes the District of Columbia, Montgomery and Prince Georges Counties in Maryland, and Arlington, Fairfax, Loudoun, and Prince William Counties in Virginia.

## Lexington Stays;

**No Basic Pilot Training At Corpus Christi** ● USS *Lexington*, formerly slated for retirement in mid-1979, will continue in active service and remain homeported in Pensacola, Fla. The Navy decided to extend the ship's life when it became apparent that the Navy's flight training needs are best met by a carrier with a small crew fully dedicated to training. The Navy also announced it will conduct all primary undergraduate pilot training at Whiting Field Pensacola where most of that training already is being held. Training Squadron 27 (VT 27), now based at Corpus Christi, Texas, will be disestablished with the introduction of T-34C aircraft at Whiting Field during this fiscal year. At that time all primary undergraduate pilot training will take place in Pensacola. Naval Air Station Corpus Christi will be used to conduct multiengine and advanced fixed wing maritime air training, using the T-44A aircraft. No other changes are planned at Corpus Christi. Navy and Marine Corps Undergraduate Helicopter Pilot Training, which is now held at Whiting Field, will be consolidated with the Army's Helicopter Pilot Training Program at Fort Rucker, Ala. This training will include specialized instruction required for Navy and Marine operations.

## E-8/9 Advancement

**Authorization for Second Cycle Released** ● Almost 500 chief petty officers will be advanced to E-8 and 133 senior chiefs to E-9 during the first six months of 1979, the second segment of cycle 77 E-8/9 advancements. Advancements will become effective on the 16th of the month shown. January: E-8, 117; E-9, 42. February, March, April, May: E-8, 74 each month; E-9, 19 each month. June: E-8, 77; E-9, 15. Totals include active duty regulars and reservists, chiefs in the Training and Administration of Reserves (TAR) program, canvasser recruiters and divers.



## Highlights of New

**Information Security Program** ● The familiar GDS, ADS, and XGDS downgrading/declassification system is no more. That's one of the changes made as a result of a new Navy Information Security Program placed into operation when the president issued Executive Order 12065 on Dec. 1. The program eliminates the existing system and provides for classification of information for six years, 20 years, or for declassification review after 20 years. Among the changes to the Navy's Information Security Program which are included in OPNAVINST 5510.1F are: systematic review of classified material at 20 years instead of 30 years, as required in the past; establishment of a full-time information security oversight office to monitor the program; establishment of administrative sanction for willful violations of security directives; requirement to classify information provided by a foreign nation in confidence, even if the releasing country does not classify. The markings on the last line of a classified message will change too. If the information contained in the message is being classified for the first time, the originator might put: DECL 6 JUN 95 REAS: E. That means, declassify the message on June 6, 1995. "REAS E" means paragraph "E" out of OPNAVINST 5510.1F, Section 5-107.3, is the basis for extending classification longer than six years. If the message discusses information previously classified, it is a derivative classification. The last line of a message with a derivative classification of Top Secret might read: REVW: 18 DEC 98 // DG/C/18 DEC 88. This means the message will be subject to review on Dec. 18, 1998, to determine if it still needs to remain classified. Formerly, the message might have been classified 30 years before review. In the meantime, the message will be downgraded to Confidential on Dec. 18, 1988. More particulars on how the new system works are contained in OPNAVINST 5510.1F and NAVOP 158/78.

## ACC Rodriguez Named

**Winner of Air Traffic Controller Award** ● Chief Air Controlman Robert F. Rodriguez was in a tense, potentially deadly situation. While monitoring his radar, he saw that a P-3 aircraft had overshot its final bearing for landing and was flying closer and closer to a mountain in its path. Although ACC Rodriguez saw the problem, he could do nothing about it because the P-3 co-pilot was transmitting on the radio. "I called the tower and told them as soon as the co-pilot quit transmitting, I wanted to talk to him," ACC Rodriguez said. "When he did, I gave him a climb which took him away from the mountain. The radar return at the time showed him within a mile of it." For that action, combined with his sustained superior performance, ACC Rodriguez was named winner of the Vice Admiral Robert B. Pirie Air Traffic Controller of the Year Award for 1978. In announcing the winner, Secretary of the Navy W. Graham Claytor Jr. said ACC Rodriguez' "leadership and professionalism have measurably enhanced readiness and safety in naval aviation." Chief Rodriguez, who is stationed at Naval Weapons Center China Lake, Calif., was attached to U.S. Naval Station Adak, Alaska, during the incident with the P-3. "It makes you stop and think," he said. "There's been a few instances during my career where events have taken place that I couldn't do a thing about, and I really felt helpless. It made me feel good that I was able to get him away from that situation."

## New Benefits For

**Dependent School Children Overseas** ● Some school-aged dependents of Navy men and women stationed overseas will soon be eligible for free or reduced-price lunches if they attend schools administered by the Office of Dependents Education. This change is the result of a new law — The Defense Dependents Education Act of 1978 — which authorizes participation by overseas dependents in the National School Lunch Program. Free round-trip transportation from home to school and back for seven-day dormitory students is another provision of the new act. Seven-day dormitories are those provided when the active duty parent is stationed too far from the school to allow weekend commuting by the student. In the past, parents had to provide transportation home for their children during the Christmas and spring recesses and to and from school at the beginning and at the end of the school year. Another provision of the law directs all schools in the Defense Dependents Education System to set up an elected advisory committee to advise the principal or superintendent of the school on school operations, and to make recommendations on curriculum and budget matters. The new law calls for an annual assessment of the quality of education provided to children attending Defense Dependents Education Schools. Results of this assessment will be reported to Congress and employees in the school system.

## Command Advancement

**Program Clarifications** ● Small units authorized only one Command Advancement Program (CAP) promotion are exempt from the provision of NAVOP 135/78 which requires half of the CAP advancements to be in CREO Group A or B ratings, or an NEC listed as open. In a clarification of the NAVOP which announced the program, the Chief of Naval Personnel also said time in rate and time in service should be computed to the actual date of advancement. Additionally, personnel advanced under the authority of CAP must meet all advancement eligibility requirements, except the written examination, on the date of advancement. Under CAP, limited numbers of Navy men and women serving on sea duty in paygrades E-3, 4 and 5 may be advanced to the next higher paygrade by their commanding officer without approval from higher authority. The program is designed to reward superior enlisted performance, but will not replace the Navy examination/advancement process.

## Frocking For Some

**Petty Officer Selectees Authorized** ● Under a new policy, some men and women selected for advancement to petty officer paygrade E-4 through E-9 may be frocked to the next higher paygrade. Only those personnel serving in a billet of the grade for which they were selected, or higher, are eligible for the frocking privilege. Frocking will be at the commanding officer's discretion and is voluntary. The reason for the change is to give commanding officers the flexibility to recognize deserving individuals by placing them into vacant billets of the next higher paygrade. Frocking, an administrative authorization to wear the uniform of a higher paygrade, does not entitle the wearer to the pay and allowances of the higher grade. Additional information is contained in NAVOP 153/78.

## SECDEF Sees

**Strong U.S. Navy in the Pacific** ● If push comes to shove in the Pacific, Secretary of Defense Harold Brown believes the U.S. Navy will come out on top. "I have no doubt that the U.S. Pacific Fleet can handle the Soviet Pacific Fleet," Secretary Brown told newsmen at a press conference in Honolulu, Hawaii, recently. "It would not be a pushover in case of a war. It will be a tough conflict, but I believe our fleet is superior." The defense secretary said everything must be counted together when gauging the strength of the Pacific Fleet. "I think the expansion of Japanese naval and naval air capabilities is a help in this regard. We would get allied contributions . . . from Australia and New Zealand." While acknowledging a decrease in the number of ships in the U.S. Navy, Secretary Brown said the same thing has been happening to the Soviet navy. He explained it was a consequence of schedule lifetimes, and past and present ship construction rates. "But the Navy has not been reducing in tonnage and, in fact, it has been increasing in capability. Right here in the Pacific, we will be introducing more F-14s to replace F-4s on a number of carriers." Secretary Brown said the Pacific Fleet would not decrease in size, and may even increase slightly. "But there's no doubt at all in my mind that the overall capability of our Pacific Fleet is increasing," he said.

## Search Is On For

**More Navy Recruiters** ● The Navy is in need of shore-eligible volunteers for recruiting duty in all recruiting districts. Although top performing career petty officers are needed in each of the 43 districts, the following recruiting districts have a significant requirement for volunteers: New York, N.Y.; Detroit, Mich.; Newark, N.J.; Washington, D.C.; Boston, Mass.; Chicago, Ill.; Cleveland, Ohio; and Los Angeles, Calif. Minority petty officers for recruiting duty are needed as follows: Black — Chicago, Ill.; Memphis, Tenn.; Raleigh, N.C.; Columbus, Ohio; St. Louis, Mo.; Pittsburgh, Pa.; and Kansas City, Mo. Mexican American — Los Angeles and San Francisco, Calif. Puerto Rican — Miami, Fla., and Newark, N.J. Native American — Detroit, Mich.; San Francisco and San Diego, Calif.; Albuquerque, N.M.; and Boston, Mass. Petty officers can volunteer for recruiting duty by submitting NAVPERS Form 1306/7 to the Chief of Naval Personnel (PERS 5021) in accordance with ENLTRANSMAN, Chapter 11.

## Naval Air Board

**Looks At Ways to Retain Pilots** ● Monetary bonuses and more operational and proficiency flying time are two possibilities top level Navy and Marine aviators are considering to increase retention rates among naval aviators. The discussions were part of a semiannual meeting chaired by Vice Admiral Frederick C. Turner, Deputy Chief of Naval Operations for Air Warfare, which was held at Marine Corps Air Station Cherry Point, N.C., recently. The purpose was to review topics of vital interest to the flying community. Retention of naval aviators and forecast reductions in pilot training rates were two areas which were discussed at length. Flight safety, especially during air combat maneuvering training, material readiness, training of enlisted technicians, and improvement of reserve aviation readiness were other items reviewed at the meeting. All areas discussed will receive further study and follow-up action as appropriate.



# DDG 47

## She may look

BY JO1(SS) PETE SUNDBERG

In 1864, a small steam launch, with one torpedo attached to its side, attacked and sunk the ironclad Confederate ram *Albermarle* in the mouth of the Roanoke River. Twelve of the 14 volunteer Union sailors were killed, but the attack was so successful it caused the Southern Navy to cancel plans for an assault on the blockading Northern fleet.

Although that attack created a stir in Navy circles and proved the effectiveness of a hit-and-run vessel, it wasn't until 1902 that the Navy commissioned its first *real* destroyer—USS *Bainbridge*. That ship, 250-feet long and displacing 590 tons, was powered by reciprocating engines and armed with 4-inch guns and two torpedo tubes. She was built to operate in coastal waters and could maneuver at speeds up to 28 knots.

In her day, *Bainbridge* was a very impressive ship. However, the Navy has

come a long way since then.

Last September, the Naval Sea Systems Command announced a contract award to Litton Industries, Ingalls Shipbuilding Division, Pascagoula, Miss., for detail design and construction of the first *Aegis*-armed guided missile destroyer of the DDG 47-class. Construction of the new ship is slated to begin in mid-1979. Delivery is expected in early 1983. During the next 10 years, approximately 16 DDG 47-class ships will be commissioned.

Rear Admiral Wayne E. Meyer, *Aegis* shipbuilding project manager, said DDG 47 will be "the most broadly capable, heavily armed and survivable destroyer the Navy has ever built."

The new ship will have a familiar look about her since she will be closely patterned after the DD 693 *Spruance*-class destroyer.

DDG 47 will have virtually the same

USS BAINBRIDGE



the same but...





hull and gas turbines to drive her at sustained speeds of 30 knots to carry out combat operations as part of an aircraft carrier battle group, amphibious group, underway replenishment group or convoy. She will also have the at-sea tested maneuverability, range, sea keeping and stability of the *Spruance*-class ship.

### Armament

Readily noticeable in the new ship are the flat, phased arrays of the AN/SPY-1A radar system—heart of one of the most important developments in fleet history—the *Aegis* combat system.

Technical aspects of the *Aegis* weapon system are sophisticated. Basically, the system consists of computer-controlled radar and fire control sys-

tems capable of detecting, targeting and downing attacking enemy missiles and aircraft. It is the nucleus of the ship's total combat system furnishing direction, commands and engagement data to other weapons systems in the ship.

The AN/SPY-1A radar, a major component of *Aegis*, scans in all directions, detects and tracks hundreds of targets simultaneously. It's also capable of picking out and disregarding phony targets (created through electronic illusions). When it locates a hostile target, it transmits firing orders automatically or manually.

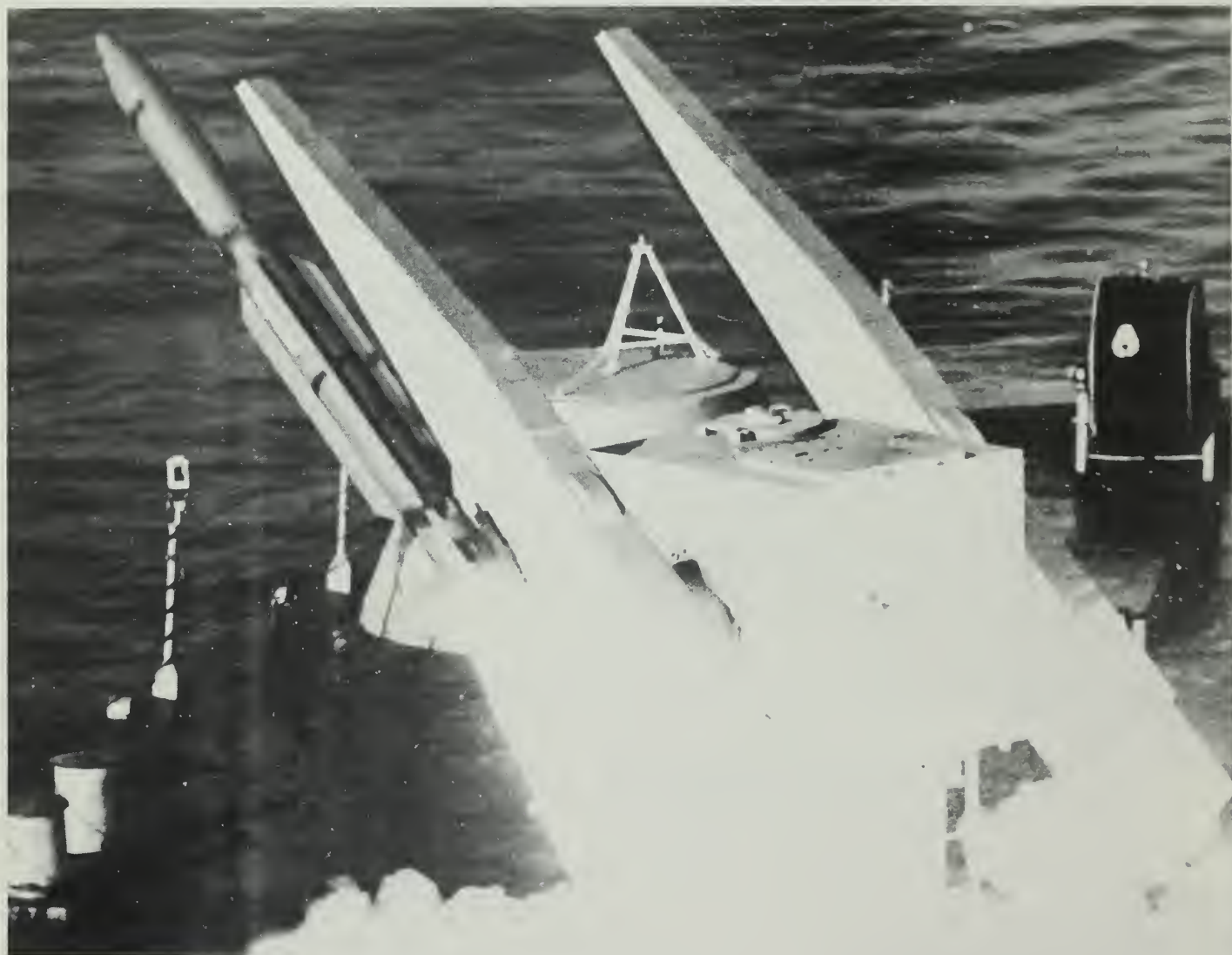
The AN/SPY-1A radar works in conjunction with guidance illumination radars. During the final, or terminal, phase of the missile's flight, one of four illuminators is automatically pointed at the incoming target and bounces radar

energy against it. The *Aegis* missiles then home in on the reflected energy and move in for the kill.

*Aegis* uses the *Standard Missile-2* (SM2) which is fired from Mark 26 launchers (located fore and aft). After firing, the Mark 26 loads another missile onto the launcher rail virtually instantaneously. The SM2 is not only effective against enemy aircraft and missiles, but can be used against ships; SM2 is also being refitted to many of our present-day ships.

In addition to *Aegis*, DDG 47 is armed with anti-submarine rockets (ASROC), guns, torpedoes and *Harpoon* missiles which are carried in, and launched from, two deck-mounted quad-canister launchers.

Two 5-inch/54-caliber guns (one forward and one aft) provide defense





against air and surface targets. DDG 47 can carry conventional 5-inch ammunition, infrared guided projectiles and extended range laser-guided projectiles now under development. The *Phalanx* weapons systems provide self-defense against low-flying missiles and aircraft.

The new destroyer fires Mark 46 torpedoes from triple tubes port and starboard and also from two assigned LAMPS III helicopters.

In addition to her many weapons systems, she is equipped with an extensive array of electronic and non-electronic countermeasures to give her offensive and defensive capabilities against targets above and below the surface.

**Propulsion**

Like the *Spruance*-class destroyer, DDG 47 is powered by four marine gas turbine engines which can produce more than 80,000 horsepower to drive the ship at speeds in excess of 30 knots.

More compact and lighter than steam turbines, the gas turbine engines are easier to maintain, are more quickly repaired or replaced, and can be started cold in only a few minutes rather than the hour or more needed for conventional steam plants.

The ship has twin screws, twin rudders and staggered twin main propulsion spaces, each containing two engines. The twin screws are the reversible pitch type to give the ship a high degree of maneuverability. Besides controlling direction of the ship, the pitch of the screws can be tuned to achieve maximum efficiency for long-range cruising or maximum silence during anti-submarine warfare missions. During normal operations, the destroyer can cruise on two engines, going to three and then to four for greater speeds.

Survivability was one of the main design considerations of DDG 47. The ship incorporates many improvements in fragment and fire protection as well

as redundancy in vital equipments and systems.

**Habitability**

Automation to improve the ship's efficiency combined with modern construction materials reduces the number of crewmen normally required to man a ship of the DDG 47's size and leaves room for more comfortable working and living quarters.

Ordinary ship maintenance is eased through use of an aluminum superstructure, vinyl fabrics bonded to lightweight aluminum bulkhead structures that can be wiped clean with a damp cloth, and vinyl tile and fireproof carpeting on most decks. Also, new sealants between partitions and decks to eliminate rust and odors from scrub water, and tough protective paints that resist rust, corrosion and wear do away with tiresome daily maintenance chores.

Living, eating and recreation spaces aboard DDG 47 are decorated with bright, cheerful colors and all living spaces and interior work areas are air conditioned.

Berthing and eating spaces are located in the center of the ship, reducing discomfort of roll and pitch motions.

Overall, living aboard DDG 47, with her increased space and reduction of upkeep problems, should make the sailors' lot more pleasant.

Although destroyers, with their high speed, heavy armament and sophisticated electronic equipment, have changed dramatically over the years, their role remains as it was when that first steam launch took on the Confederate ironclad—"to seek out the enemy and attack."

**Ship's Missions**

- Anti-air warfare
- Anti-submarine warfare
- Anti-ship warfare
- Bombardment of shore positions
- Escort to military and merchant ship convoys.
- Amphibious assault support

Surveillance and trailing of hostile ships.

Blockade

Search and rescue at sea

**Characteristics**

Length—overall ..... 563 feet  
waterline ..... 529 feet

Beam ..... 55 feet

Draft ..... 21.4 feet

Displacement ... Approx. 8910 tons  
(fully loaded)

Speed (sustained) 30 knots

Aircraft ..... Helicopters  
2 LAMPS III

Accommodations .....  
Approx. 360 total; 33  
officers, 327 enlisted  
men

Propulsion..... 4 gas turbine engines;  
2 controllable pitch  
propellers

**Armament**

- 2 Mark 26 guided missile systems
- 2 5-inch/54-caliber guns
- 2 ASW torpedo mounts, triple barrels
- 2 *Phalanx* close-in weapons systems
- 2 *Harpoon* missile launching systems
- Electronic warfare systems
- Aegis* Mark 7 weapons system

# Family Advocacy Program

BY JO1 DAVIDA MATTHEWS

What causes a person to strike out at other family members? "Frustration," states Carla Pittman, a counselor with Fairfax County, Va., Social Services. "Aggression is a normal, healthy response to frustration—when it's channeled into solving the problem that creates the frustration. However, all too often, frustration leads to family violence. If a child is abused by one parent, the other parent is there to act as a buffer. When it's spouse abuse, there is no buffer."

The Navy has always been involved in the treatment and evaluation of abused children and their families on a needed basis. In February 1976, definite guidelines for treatment, follow-up care and reopening procedures were set forth in BuMedInst 6320.53, establishing the Child Advocacy Program "... to deal with child abuse and neglect among Navy and Marine Corps families."

This program tasked medical facili-

ties with setting up committees with the specific mission of ensuring that not only abused children but also the families received help through further medical care, psychiatric evaluations and case worker visits. In the program's first year of operation, 345 cases of child abuse and neglect were reported and the children and their abusers were helped.

During the same year, however, nearly twice as many incidents of spouse abuse—647—were reported. In 1977, after BuMedNote 6320 of Nov. 19, 1976, established procedures for reporting suspected spouse abuse, that figure jumped to over 1,000.

"We feel that the number of reported child abuse and neglect and spouse abuse cases is a very significant underestimation of the true incidence of the problem," says Lieutenant Commander Robert McCullah, MSC, specialty advisor in clinical psychology for the Bureau of Medicine and Surgery, and Program Manager for the Family Advocacy Program. "We hope to help

these people by expanding the Child Advocacy Program to include spouse abuse victims."

Pilot Family Advocacy Programs should be operational by FY79 at Naval Regional Medical Centers in four locations—Portsmouth, Va., Camp Lejeune, Camp Pendleton and San Diego.

"We cannot afford to duplicate available community services," Dr. McCullah explained. "What we intend to do is tap existing resources and make sure that those who need help are aware of available alternatives."

Though the program is in the developmental phase, it is still an indication that the Navy recognizes spouse abuse as a problem that must be addressed—a conclusion that many communities seem to be slow in reaching.

Dr. Harvey Taschman, coordinator for Battered Women's Project at the Center for Studies of Child and Family Mental Health, National Institute of Mental Health, reports that there are







less than 50 community shelters nationwide set up to help abused spouses. "Yet we have statistics that prove much more aid is needed," he added. "In Boston, Mass.," he continued, "police daily receive 35 wife abuse complaints. In Atlanta, Ga., 60 percent of all nighttime police calls are for domestic disputes. In one year in Cleveland, Ohio, 36 percent of all couples applying for divorce listed physical abuse as the cause. About 7,500 to 10,000 calls dealing with spouse abuse are received annually at the Washington, D.C., Citizens Complaint Center."

Why do women accept abuse on a continuing basis? (There are abused husbands but those cases are not that common and usually involve a man who is elderly, ill or of small stature.)

"Many feel that the alternatives are worse than the abuse," Dr. McCullah said. "If the wife does leave, she must have a place to go and a means to support herself. When there are children involved, her decision is even more complicated. She may accept the abuse as payment for the security provided."

Some do not accept the abuse calmly for long. As an abused spouse reviews all injuries of the past, hurting the other can be a life-affirming act. According to Dr. Taschman, husband-wife slayings are more common than any other murders, accompanied by a great deal of violence such as repeated shootings, stabbings, or beatings. It becomes important for the safety and mental

well-being of both the abused and the abuser that they seek help.

Fairfax County, with a high concentration of military families as residents, has one of the nation's better, spouse aid programs.

Pittman and Edith Herman, another social worker involved with counseling battered women, were instrumental in setting up a Law Enforcement Assistance Association-funded project called CEASE—Community Effort for Abused Spouses. In addition to immediate needs such as medical care or shelter, the program deals with long-range solutions.

"When an abused spouse—usually a woman, although we have helped a few men—calls us for help, the first thing we do is provide her and her children if need be, with a safe place to stay for a few weeks," Herman said. "Sometimes, a cooling-off period is all that's needed. The fact that she can and will leave is an eye-opener for many husbands. Usually, both will agree to counseling, and gradually, work things out.

"If a reconciliation is out of the question, we try to help the wife get back on her feet and become self-supporting. First we make sure she has applied for any benefits, such as food stamps, to which she may be entitled. If she has been out of the job market for a while, we help identify job skills and aid in the preparation of a resume. When she's ready, we help her find a place to live and will even provide temporary child care until more permanent arrangements can be made," Herman explained.

If she files legal action against her husband, the wife can request a companion, a volunteer who attends court proceedings with her, to provide moral support but not legal advice.

Throughout this transition, the wife attends group counseling sessions where she can meet and make friends with women who have faced similar problems. In one of Herman's counseling groups, five of 25 women involved are wives of active and retired military.

"I have counseled many military wives and it seems that the most dangerous times for them are when the husband returns from a long separation or

right after he retires from active duty," Herman said.

Dr. McCallah agrees. "When he returns from deployment, the husband usually finds his wife in complete control of the household. Even his children look to her for direction. He may feel out of place and be frustrated in his attempts to re-enter family life. When he retires, he no longer has the security that military life provided. In his fear and frustration at starting a new life, he may strike out at his family."

In some ways, a woman separating from a military husband may have more benefits than most wives. Until the divorce is final, the wife is entitled to military medical care, and usually the children continue to receive medical care until they lose their eligibility through adoption or by reason of age. If a husband refuses to give her court-authorized support payments, she can take steps to have it sent to her through his command.

Spouse abuse has been called the "closet crime" because it is usually shut away and hidden. A doctor, ever alert for suspected child abuse, will calmly treat a woman's broken arm—her third serious injury in a year—and never question her story of its source. Neighbors may never know the extent of the abuse because, unlike a child, a woman can hide the bruises and hurts.

"People need to know that the problem does exist and that there is help for those who seek it," Dr. McCullah said. "The Family Advocacy Program is a step toward recognizing the problem and identifying rehabilitative and, most importantly, preventive resources." ↓

# Navy Relief Hits 75

BY JOANNE DUMENE

Brass bands will not play. Nor will bells peal out in jubilation. Instead, to celebrate its 75th birthday, the Navy Relief Society will spend another year quietly helping the "Navy and Marine Corps take care of their own."

The Navy Relief Society has come a long way since 1904 when \$9,000 was donated from the proceeds of the Army-Navy football game. Organized as a self-help effort to take care of widows and orphans of Navy and Marine Corps personnel, the Society now makes interest-free loans, gives outright grants, provides financial aid for the education of dependents, and operates a layette service, thrift stores, and a visiting nurse program. Its 3,500 volunteers, many of whom have earned 5,000-hour pins, continue their service.

When we talk Navy Relief today, we're talking big money, money that's constantly in circulation, money that's helping Navy and Marine Corps families who find themselves in difficulties. Retired Vice Admiral Robert S. Salzer, President of the Society, explains: "Right now, we have more than 4,000 dependent children with interest-free loans for education. That's about \$7 million. We're also processing about 3,000 loan cases for emergency needs every month. That's a lot of money."

Despite this large amount of money, the Navy Relief Society, unlike many other relief organizations, does not have a budget for relief operations. Instead, the money is dispensed according to need and circumstances at the time.



Admiral Salzer said that establishing a tight budget guideline would be unrealistic. "We can't say we'll give so much money in interest-free loans this year and so much next year," he said. "We don't know how many people will be in need and we have to be truly responsive and flexible to the people at the time they need us."

One example of the Society's responsiveness followed the recent pay crisis when no one was sure if Navy paychecks would be delivered. The entire network of auxiliary officers and volunteers was primed for an influx of requests for financial aid. They were ready to respond immediately with one-half million dollars available for use overseas, and \$2.5 million stateside. Arrange-

ments also were made to make an additional \$5 million available to sea service personnel. The crisis was averted when Congress passed the Appropriations Bill just in time, but the Society had been prepared to go the limit.

The Society grants interest-free loans under a wide variety of circumstances. It gives financial aid to those who have suffered losses as a result of a fire or a large-scale disaster such as a tornado. It helps with basic living expenses, funeral expenses, CHAMPUS bills, and even emergency transportation in cases of serious illness or death in the immediate family.

According to the admiral, many cases involve young people with not too much experience in financial management. In



these cases, the Society grants interest-free loans only in conjunction with budgetary counseling. After the budgetary counseling is of more lasting value than the loan.

Repayment rates for interest-free loans average 85 percent. This year, possibly because of the emphasis on the allotment method, the repayment rate is running about 90 percent. "Allotment is the most painless way of paying back a loan," Admiral Salzer said.

In some cases, if repayment is impossible, the Society considers the money given as an outright grant. "Our business is helping people," the admiral said. "While we cannot encourage mismanagement, the money belongs to the people in the Navy and Marine Corps who need it. And we're not going to cause them a hardship by requiring them to repay when they can't."

#### Who can get help?

Navy and Marine Corps members, their dependents, and their survivors are eligible for Navy Relief assistance. In most cases, the service member should be the one to apply for aid. However, dependents can be granted aid on an interim basis. Permission of the sponsor will be sought in the meantime. Survivors themselves may apply directly for aid.

Verification of need is a requirement and is a protection for the majority of those who seek help from the Society. Verification can come through a command recommendation or sometimes through the American Red Cross.

This year, a monthly average of 3,000 individual cases are getting some form of financial assistance. It ranges from small interest-free loans for basic living expenses to large sums for major medical or dental care which never can be fully paid back. It also includes educational aid for dependent children.

An example of one of the bigger loan cases involves the child of a petty officer first class who is stationed where there are no adequate military medical facilities. The child has a lung problem which

requires special machines and nurses.

"Here we're talking about thousands and thousands of dollars," Vice Admiral Salzer said. "Even the 20 percent required under CHAMPUS' cost-share program is hopelessly beyond the financial capability of this man. The Society simply has to help this person until the child is transferred to a government facility."

Admiral Salzer admits that there sometimes are misunderstandings about why some requests are turned down. "People should understand that

we're here primarily to help those in need," he said. "We're custodians of someone else's money — money contributed by sailors, marines and civilian friends who make contributions at some sacrifice to themselves.

"That's why we cannot finance business ventures or provide home mortgage money or finance buying a new car," he said.

He admitted, however, that there is a value judgment which must be made as to what's essential and what's not. "If a person can't find housing close to work



*Volunteer nurse Cheryl Whymys and one of her charges — it's all part of the NRS Visiting Nurse Program. Photo by Sharon S. Brown*



and there's no public transportation, we might consider making a non-interest loan for car repairs," he said. Therefore, even though the Society has established basic rules for obtaining assistance, there always are exceptions. Admiral Salzer emphasized that "each case is considered individually on its merits, and it still takes two people to say 'no' to a request."

Because the Navy Relief Society was established to provide emergency aid for those in need, it normally will not pay expenses arising as a result of purchasing luxuries or non-essentials. It will not pay interest on loans or help to consolidate debts, nor will it pay debts incurred before a person joined the service. The Society will not help pay one's taxes or cover bad checks, will not provide bail and will not pay court fines.

Apart from direct financial assistance, the Society operates other programs. One of the biggest and most important are educational loans for dependent children.

With about \$7 million committed to this program at any one time, the Society grants loans up to a maximum of \$6,000 for educating a dependent child. The amount depends on the spon-

sor's income, number of dependents, and number of children attending college or trade school.

Repayment by the student does not have to begin until three months after graduation and could extend for as long as 80 months. The 99 percent payback rate on the program is high compared to other educational loan programs.

If you need financial help to pay for your child's education, the Navy Relief Society will consider your application which must be submitted by March of this year to be considered for the coming 1979-80 school year.

Another valuable service is the Visiting Nurses Program which currently operates at 24 of the larger or more isolated Navy and Marine Corps activities. It answers the need for the special help that nurses provide for mothers of new babies, convalescent persons, or elderly people confined to their homes. There is no charge for the services which are funded by the Society.

Other special helps are the layette program and thrift shops. Under the layette program, babies of certain enlisted members are provided a donation of clothing and supplies. Thrift shops accept donations of clean, weara-

ble clothing and other items and sell them at discount.

According to Admiral Salzer, the greatest single accomplishment during the Navy Relief Society's 75 years is the manner in which the organization responded to and expanded with the surge that took place in the personnel strength of the Navy and Marine Corps during World War II.

"Keeping pace with the needs of over three million people became a tremendous challenge—we were a relatively small organization at the time," he said. "But what a response there was. All kinds of people, including war heroes, responded. Then there was the patriotic response of the civilian community which led a nationwide fund drive. The proceeds from this really were the basis for the Society's reserve funds."

From its small beginning in 1904 through the World War II years and up to the present day pressures of inflation, the Navy Relief Society has proved itself as a force which can respond to any emergency. At a young and vigorous 75, the Society is looking forward to at least another 75 years of helping "the Navy and Marine Corps take care of their own." ↓

## Eligibility

Those eligible for Relief Society aid include:

- Active duty Navy and Marine Corps personnel
- Reservists when on extended active duty
- Members of Fleet Reserve or Fleet Marine Corps Reserve
- Retired members
- Members of the Coast Guard when serving as part of the Navy during time of war
- Dependents of living or deceased members as listed above

In the event of an emergency, the Navy Relief Society can provide free loans or outright grants for:

- Emergency transportation
- Funerals

- Medical bills (the patient's share)
- Food, rent and utilities
- Necessary dental care
- Help when disaster strikes
- Personal needs when pay records are lost
- Essential car repairs
- Educational loans for dependent children

Aid is not always in the form of a loan or grant. Other forms of assistance provided by the Navy Relief Society include:

- Securing information about dependency, allowances, pensions or government insurance
- Advising about available community resources
- Budget counseling
- Listening post
- Visiting nurse for mothers and newborns
- Layettes

- Thrift shops
- Children's waiting rooms
- Vocational training for widows

To apply for help, contact your local Navy Relief Society. If there is no office in your area or your need occurs after hours, call the nearest Red Cross facility. If the Red Cross is also unavailable, the Air Force Aid Society or Army Emergency Relief can be contacted. Also, you may write or phone Navy Relief Society Headquarters at:

801 N. Randolph St., Suite 1228  
Arlington, Va. 22203

Telephone: (202) 696-4950; Auto-von: 226-4904

When you visit your Navy Relief Society office, or any of the offices above, bring your leave papers, leave and earnings statements, payment books and any other information which may be helpful such as dental estimates or medical bills.

# George Welsh

## "It's been a team effort"

"Kick it," George Welsh yelled from the sidelines. It was a fourth-and-1 situation at the Army 17 in the third quarter of the 1978 Army-Navy classic. The TV camera was on him when he called for the kick. There was no doubt what George wanted.

The resulting action was one of those sequels that one never gets tired of watching in a playback.

Placekicker Bob Tata stood ready to put in the field goal. Quarterback Bob Leszczynski couldn't handle the high snap; it bounced away. Tata—all 150 pounds of him—blocked for Leszczynski. The quarterback scrambled for the ball, found tailback Steve Callahan opened and hit him with a pass that sent Callahan over for the game's fourth touchdown against Army.

Leszczynski was grinning from ear to ear—George Welsh was in gravy.

Welsh said, "We practiced that play all year." But he knew no one believed him. He amended it—"No, we really didn't practice it, but I think Leszczynski did it on purpose so he could throw for a touchdown."

Earlier in the season, however, Welsh had given the answer to the situation which developed in Philadelphia. "I think we're a pretty good team... it's been a team effort, everybody playing well. That's the key.

"When we have breakdowns, someone covers up."

All told, the 1978 season was a pretty good one for Navy. It had an 8-3 record going into the inaugural Holiday Bowl in San Diego against Brigham Young

University. Navy had put in its best season since 1973, when it was 9-1.

The 28-0 romp over Army was George Welsh's fifth win over the Military Academy in six tries. Before last year's loss, he had taken four games in a row. To add to his present laurels, Welsh's midshipmen captured the Commander in Chief's Trophy for the third time (they won in '73 and '75), beating both Air Force and Army in the same season.

The Holiday Bowl bid was icing on the cake which George Welsh looked at as "a reward."

"Our team did a good job. It's good for the Naval Academy and for the Navy in general."

What kind of man is George Welsh? For one thing, he's a man with a quiet, determined faith in himself and his team. He constantly plays down bravado—even when he's riding high and could be boastful.

Welsh comes from a quiet background in southeast Pennsylvania. Football, however, isn't just his life's work, it's his life's style. It's something he took to naturally, as naturally as the rest of us learn to walk.

"If you know anything about football history," he said, "you've heard of the Pottsville Maroons, only 15 miles from there. They put football on the map."

"There" refers to Coaldale, what else but a mining town.

"It's a town of five or six thousand people," he said. "Probably less today.

"My father worked in a colliery for 20 years. They mined anthracite, used

mostly for heating. When coal went out as a primary heating source, Coaldale became a depressed area. Still is today."

Welsh went through his various seasons with football. He played for Coaldale High and Wyoming Seminary Prep, went on to the Naval Academy in 1952 and was the Midshipmen's starting quarterback for three seasons—1953, '54 and '55. He played a year with the Norfolk Naval Base Tars before torn knee ligaments in 1957 ended his active playing.

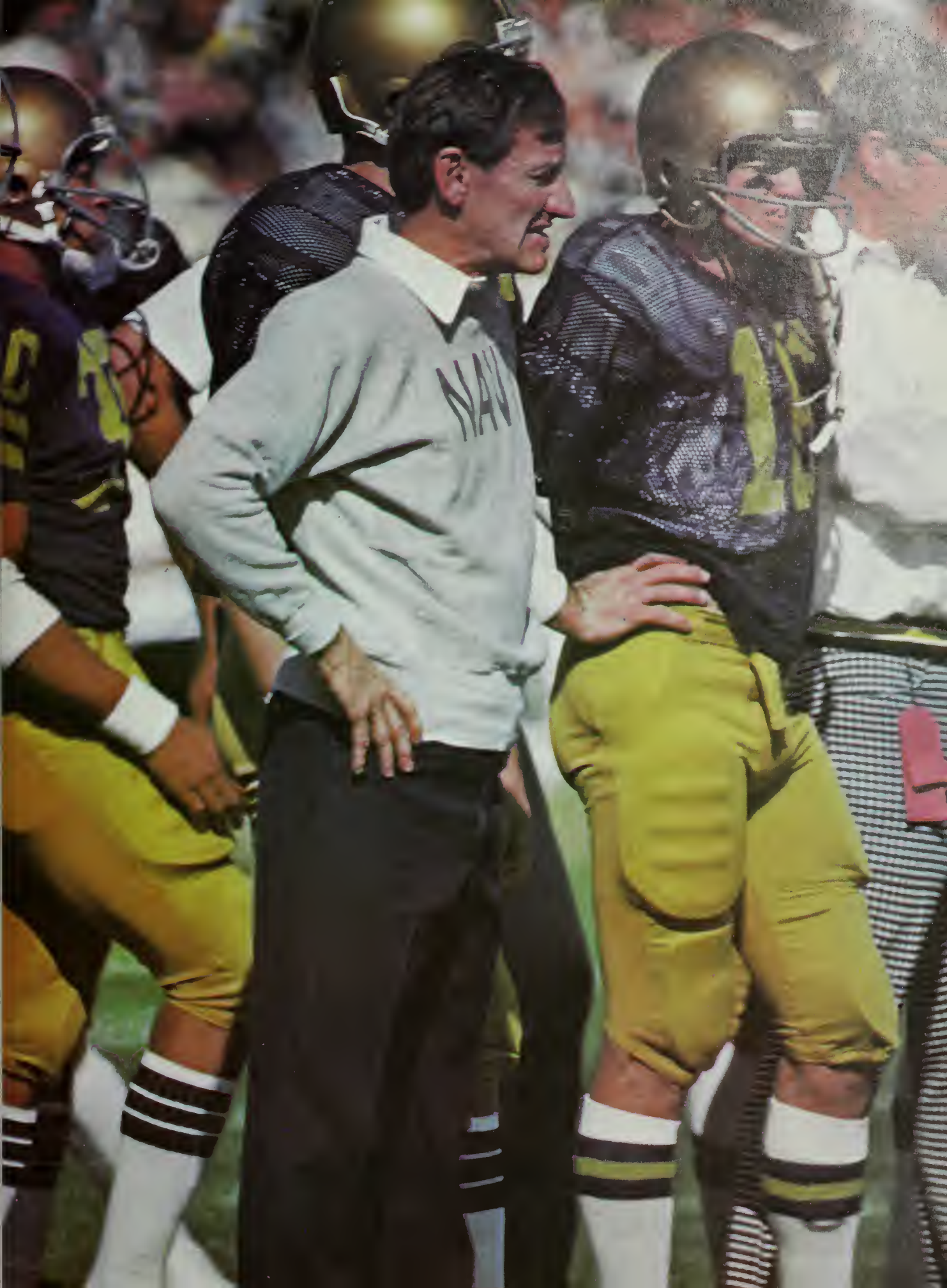
Leaving the Navy in July 1963, he joined Rip Engle's staff at Penn State (Engle wrote saying he had an opening and "no experience was necessary").

George had spent 10 seasons with the Nittany Lions in a very responsible—and secure—job, coaching quarterbacks and offensive backs. He was in a solid position at Penn State. There was no pressing reason why he would want to take on a chancey proposition like being head coach at the Naval Academy—a school which had been on the football skids since 1965. Navy's two coaches before Welsh couldn't get the blue and gold team behind them. What was to say that George Welsh would fare any better?

Before the Notre Dame loss (27-7), the failure to catch up to Syracuse (20-17), and bombing out to Florida State University (38-6)—three big ones in a row—George was playing down his seven-and-oh record. Those games

*George Welsh on the sidelines during the Notre Dame game at Cleveland.*







# George Welsh

increased the Academy's list of walking wounded.

"Look," he said, "an undefeated season is no guarantee of a bowl bid."

It isn't?

"You have to consider the schedule we play—Connecticut (30-0) doesn't help. Our schedule really started with Pitt; it's how we play the remaining games that count." (Pit fell (21-11).

About the time (in late October) that Gregg Milo, the junior rover, was being named ACC "Player of the Week," another story surfaced about Wilson, Thornton, Stephens and Miller. All had to beg for slots on the plebe team in

1975. (That coach is gone now.) Al Miller (6'1", 219), middle guard, was told pretty much the same thing. Defensive ends Charlie Thornton (6', 202) and Mark Stephens (6', 210) almost didn't get a tryout.

The four turned out to be—in Welsh's words—"blue-chippers," and he is more

*Clockwise, beginning at right: Welsh with quarterback Bob Leszczynski; Leszczynski ready to let one go; Welsh meets Notre Dame's Dan Devine; and the Brigade of Midshipmen on the home turf.*





than glad that they all had stubborn streaks.

The bio on George Welsh states that he doesn't want to do this forever. What's that really mean?

"Just that. I don't know what I want to do eventually. I have some ideas but it's not something I'm planning on now; that's five or 10 years away. Right now I'm taking things as they are."

He confesses a liking for literature and the humanities. He reads whenever he gets a chance and toys with the idea that someday he may teach. But, first, he feels he has to go back to school.

"I should have gone after post-grad

work sooner—while I was on active duty—but I kept putting it off. I regret that now, in a way. I didn't make full use of my time then. I was on sea duty, had kids, and...."

One can hardly imagine Welsh not making full use of his time.

He has a sense of humor—a quiet one—but for the most part he's an individual who bores in on the task at hand and never lets up until it's complete. That accounts for the way he tackled his role as a junior officer aboard ship and as part of a staff at sea. While in uniform, he was an assistant navigator, gunnery officer and an ops officer. He

served aboard the USS *Des Moines*, USS *Fletcher*, and with Rear Admiral Ephraim Holmes, Commander, Cruiser Division 5. He did a short stint at the Academy (1960-61) as a company officer helping Coach Wayne Hardin steer the Midshipmen to the '61 Orange Bowl.

"I didn't exercise regularly then (aboard ship). Even when the ship was in port I let the routine go by. I paid the price when I suited up with the Tars.

"That heat in August was a killer. My body wasn't ready.

"Now I run 10 to 15 miles a week. Put in some time running each day after





# George Welsh

practice. I'm about five pounds under my Academy playing weight of 165-170 and I stay off the sweets, go light on the meat and watch what I eat."

On the table was a "Spruance lunch," the kind of lunch Admiral Raymond A. Spruance forced on his wardroom in the South Pacific in World War II. The admiral, appalled at the size of the noonday meals being put away by his staff, forced his salad-soup-iced tea fare upon them. They rebelled, but they stayed awake in the afternoons.

George had soup and salad in front of him but he fudged a bit with the chocolate milk.

What's the coach do to relax? How does he get away from it all?

His weekends just don't exist during the playing season, and football, of course, burns up most of the time in fall, winter and spring.

"I get away for a month in the summer," he said. That one month a year is obviously George Welsh's season of quiet. There was a hint, however, that

*Top: Action during the Pitt game (and what appears to be a facemask foul in the making). Left: Welsh talks to quarterback Bob Powers (18). Women midshipmen now handle the Academy's cheerleading chores.*





the time involves reading, being with his wife and four children.

Almost to himself he said, "I gave up golf and I don't play tennis very well." One wonders what a poor game of tennis to George is all about.

"And I like the theater," he continued as he brightened up considerably. "I get into Washington every chance I can during the year—the Arena Stage, places like that."

Put two and two together and another detail concerning George Welsh falls into place. The 1978 Naval Academy football billboards carrying the season's schedule bore the phrase, "A Team for All Reasons." It's a certainty that "A Man for All Seasons" ranks high on his list.

With one of his sons a senior at St. John's in Washington, he probably has more reasons to make the 35-mile run from Annapolis.

Are his boys—George, 17, Matt, 11, and Adam, 8—into football? An affirmative nod, a word or two is all; his family—wife, Sandra, and children (Sally, 18)—is a private affair. George is out front each Saturday—that's enough for the Welshes.

Whom does George Welsh admire?

"Ephraim Holmes, my boss...when I was on his staff. I never met a man who knew his job—knew the Navy—so thoroughly. No matter what came up, he knew the answer and he knew all about the subject."

In a sense, Welsh was talking about himself. The Welsh thoroughness for knowing his job in, out and sideways, is his mark of success, his excellence. Those about him unconsciously refer to him with a sense of respect almost bordering on awe. His drive, his intensity, his thirst for winning filters down to the most junior member in his football complex. He's the master of the situation simply because he knows every facet of it. Springing a surprise detail on him would be an impossibility.

Looking for the heroic in this methodical man is like looking for the pot of gold at the end of the rainbow. It does not exist. He went to the Naval Academy simply because "it's a good school," a place where he could get a

good education. Still, he qualifies that by stating that he had offers from other schools to play football—Penn State and Yale for starters. (It was while trying out for Penn State that he first met Rip Engle.)

He enjoyed his time on active duty, but he reached a point when he had to make a personal decision. He really didn't know what he wanted to do by the time 1963 rolled around. He took the boards for entrance to law school and considered going in that direction. His wife was a teacher and there would be something coming in if he decided on studying for the law. But the idea never took hold.

He got off letters to some of the big companies—U.S. Steel, Campbell's and the like—and others to his former coaches. George was "putting out feelers." He saw Engle in Hawaii during the Hula Bowl and let it be known that he was searching for a billet on the outside. He got "the" letter from Engle in March; it put the cap on his decision to get out.

Ten years later, at the urging of the Academy's Director of Athletics, retired Captain J. O. Coppedge, he returned to the Navy.

Maybe George just arrived on the scene at the right time and that accounts for 1978's success, but that's a big maybe.

Notre Dame Coach Dan Devine said, "You could recognize this thing building up over the years. In 1975, they had a good team but slacked off a bit in 1976 and 1977, but they weren't 2-8 any of those years.

"Their people were steadily getting better and better and now they have it all together...Now Navy has people who can play any place and they're all well coached."

Welsh has to cope with things that many coaches aren't bothered with. For one thing, Annapolis is not like other schools.

"There's that service obligation time after graduation that scares off a lot of kids who might want to come to Annapolis," he said. "Those five years plus the four at Annapolis takes a good chunk out of their lives. No one comes

to Annapolis just to play football.

"Then, these guys have to put in four or five hours every night studying. Some might not be strong academically but they manage to keep their grades up. I never lost a first stringer."

Welsh states that the fairly recent rule limiting the number of scholarships a school can hand out has helped Annapolis. "Before that, we were up against it. The big schools were passing out scholarships like newspapers and we couldn't compete.

"Now, some of the high school kids are giving us a second look and a good many of them like what they see. And each spring practice results in a couple of more joining the squad whom we weren't counting on."

One key to Welsh's success is that he puts the best athlete on the field regardless of position and, sometimes, regardless of status. After the 1977 season he felt that he didn't play the freshmen (plebes) earlier, but well into the next season he had played them some.

Navy hasn't had such an undefeated streak (7-0) since halfback Joe Bellino went on to take the Heisman Trophy. The team hasn't had as many shutouts (four) since 1955. But what Navy needs, said Welsh, "...is 5,000 more hard-core fans. If we had a better following, we could play more at home, and we'd win more. Traveling the way we do wears a team down."

The flawless football that Navy played at Philadelphia in December only proves Welsh's point. With a good share of the 79,026 fans in JFK Stadium on their side, Navy could do no wrong. They didn't get that bowl bid for nothing.

—JFC

*Photos by D. B. Eckard  
and K. J. Mierzejewski*

**Inaugural  
Holiday Bowl  
Navy - 23  
Brigham Young - 16**



# Bearings

## VF-84 Has the Key

The Jolly Rogers of Fighter Squadron 84 aboard USS *Nimitz* (CV 68) contend that their personnel are the best and most qualified professionals in the fleet. They base this claim on their policy of advancement, education and training.

The key to their success seems to be a personal touch with a good helping of command support. "When a man checks in to VF-84," said Lieutenant John Stoelting, assistant personnel officer, "we let him know that we want him to advance regardless of his career intentions."

To get everyone involved, LT Stoelting keeps a running record of each person's advancement requirements. He knows what each man in the squadron has accomplished toward eligibility in

rating exams and how much each has yet to complete. Every month, division officers are informed of progress.

Commander Emory Brown, VF-84's Executive Officer, is personally involved in counseling and requires each man to submit a study plan for the exams.

The effectiveness of this policy toward advancement training is reflected in the squadron's record of advancements. During the first year and one-half, every E-4 candidate in the squadron had been advanced on his first exposure to the Third Class Petty Officer exam. After 11 exams administered for all rates from E-4 to E-9, the Jolly Rogers' advancement rate is just under 80 percent.

This system has proven to have some surprising side benefits as well. Morale among the Jolly Rogers is higher than

ever, and professionalism and productivity are outstanding.

The Jolly Rogers fly the F-14 *Tomcat*, one of the world's most sophisticated fighter aircraft, and have proven their mission capability second to none. To maintain this distinction, they believe, each man must receive the best training and most comprehensive education available. To this end, the command is dedicated in its training programs.

—LT S.E. Benson

## The Eyes Have It

Noise—that invisible threat to our hearing—can now be seen at the Naval Air Station, Patuxent River, Md.

Aviation Structural Mechanic



(Structures) First Class J.V. King, safety petty officer for Fleet Air Reconnaissance Squadron Four, has devised what he calls a *visual noise alarm*, which literally shows his shipmates the noise hazard in and around their working area.

AMS1 King fashioned his noise alarm from a sensor and light—amber beacon—and added a sign which warns



that ear protection is required when the light flashes. Any noise exceeding 90 decibels triggers the beacon.

"The acoustics of the hangar amplify the noise from engines, ground support equipment and power tools," King explained. "The noise level in the hangar often ranges from 88 to 105 decibels."

King added that the Navy, in compliance with Federal Occupational Safety and Health Act guidelines, will soon adopt 85 decibels as the highest noise level acceptable for those not wearing hearing protection. In the meantime, VQ-4 has initiated an audiogram program to ensure that everyone assigned gets an annual hearing check.

The alarm is attracting attention—a noise survey team from the Navy's Aircraft Environmental Support Office in San Diego viewed the device with favor and a neighboring Pax River squadron is planning to install a similar device.

## Tribute to Aviators

The following excerpt from the Congressional Record pays tribute to two naval aviators, Lieutenant Commander William C. Matthews and Lieutenant (junior grade) Patrick Kilcline, both lost off San Diego this past summer while on a flight from their carrier, USS *Constellation* (CV 64). The words were read into the record of July 19, 1978, by Senator S.I. Hayakawa (R-Calif.):

"...The Navy flier's job is short on glamour, but long on demands, stress, and the hazards inherent in military aviation. Flying from a large aircraft carrier, day or night, in good weather and bad, is enough challenge for any man. It takes special men in terms of intelligence, technical skill, and courage to attempt such a job. The same qualities are in great demand elsewhere in our society, where they are more

substantially compensated financially than they are on military pay scales.

What is it that makes a man want to do those things which Commander Bill Matthews and Lieutenant Patrick Kilcline and others like them choose as their life's work? They do not do it for the money, nor for the glamour, nor for praise or vainglory, all of which are in short supply in the hard practical world of naval aviation. Certainly it is, in part, a love of flying and pride in flying the finest aircraft which the skill of their countrymen and their nation's technology can produce. Perhaps it is partly in the values of duty, service, and love of country first awakened by their family upbringing and education in the early days of their youth, although you could get few of them to admit it. In each man, too, is the individual sense of purpose, known only to himself, which completes the formula....

There is not and never will be in our free society a substitute for such men or the job which they must do. Someone must always have the watch, someone must always be the sentinel, and someone must climb into the cockpit and launch into the morning sky."

## Midway Outreach

When the aircraft carrier USS *Midway* (CV 41) dropped anchor off Pusan, Korea, recently, the men, as you would expect most crews to do, went ashore for some rest and relaxation. For a handful of sailors and Marines, however, the R&R gave way to some hard work.

Ensign T.E. Bouquet and Gunner's Mate Technician First Class G. Dunbar organized 40 volunteers from the ship's crew and air wing to overhaul Pusan's Chung Duk Won Orphanage. For three and one-half days—12 hours per day—the men painted roofs, walls and floors,

mended furniture and made minor electrical repairs.

In the meantime, Marine Captain G.P. Turner coordinated the donation of fruits and other gifts for the Pusan Children's Hospital.

Because of poor nutrition, some children were very weak when they entered the hospital. "It was so bad," said First Sergeant J.W. Winborn, "that one little girl couldn't feed herself. We had to feed her." But the Marines made the children forget their ills by entertaining them.

When time came for the ship to weigh anchor, she left many happy children behind—the result of just a little *Midway* magic.





# Energy Conservation Efforts Reap Awards



Six Navy commands and a Marine Corps Air Station were winners in the first annual Secretary of the Navy Energy Conservation Award program.

The winners—selected on the basis of outstanding accomplishments in fuel and energy savings during 1978—are: Pacific Missile Test Center Point Mugu, Calif.; Pearl Harbor Naval Shipyard, Hawaii; USS *John F. Kennedy* (CV 67); USS *Blakely* (FF 1072); Air Test and Evaluation Squadron One (VX 1); Naval Security Group Activity Winter Harbor, Maine; and Marine Corps Air Station, Iwakuni, Japan.

Awards were presented during the Navy Energy Week, October 23-27, by Secretary of the Navy W. Graham Clayton Jr. and other Navy Department officials.

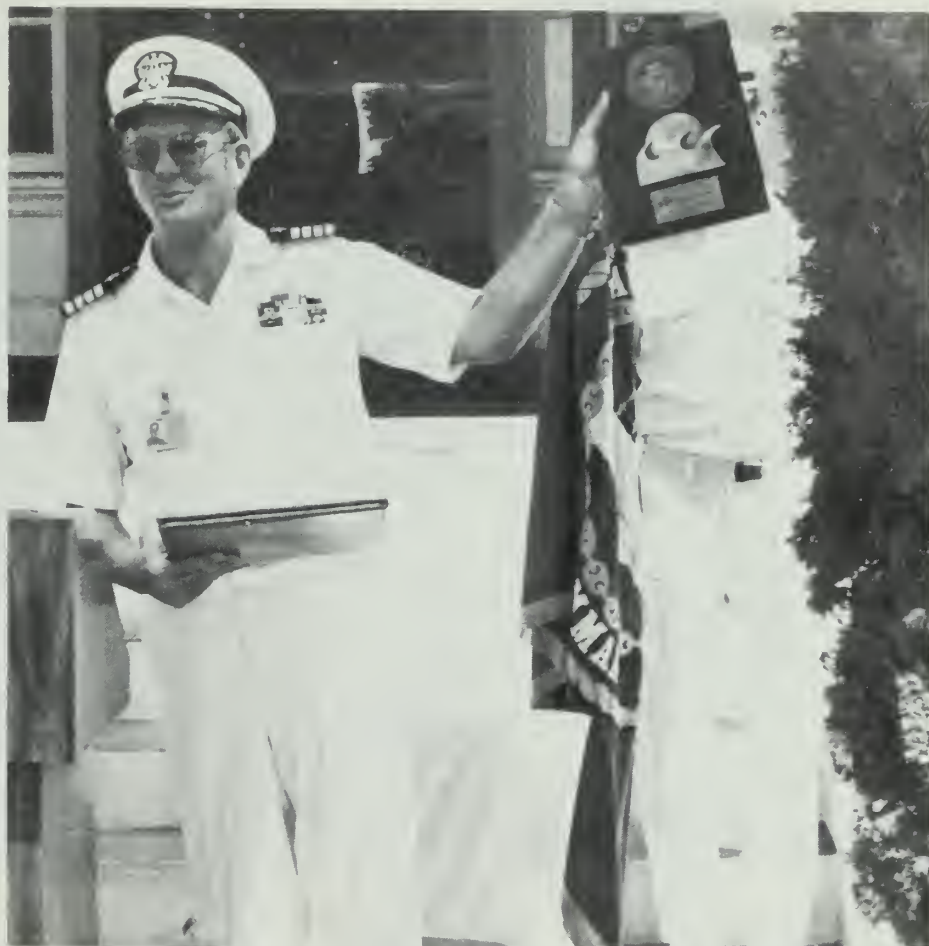
Entrants competed with commands of similar size in seven categories. They were required to document energy saving programs by providing exact fuel-savings figures compared to a predetermined 1973 base.

Winners in each category demonstrated a blend of practical application and imaginative approaches toward reducing fuel consumption. For example:

- Aboard the aircraft carrier *Kennedy*, courses were generally plotted to follow ocean currents. This increased the wind speed across the deck during launching and recovery of aircraft while lessening fuel consumption as the currents helped “push” *Kennedy* through the water. These and other innovative approaches helped save the ship an estimated \$6.3 million in fuel costs during the qualification period.

- USS *Blakely*'s automatic boiler control system permitted that ship to alternate routinely the use of boilers while under way. Operating on one boiler became a common underway procedure without impairing *Blakely*'s mission requirements.

- In realizing a whopping 45 percent savings over 1973 levels, MCAS Iwakuni secured steam distribution lines to work areas during non-working hours, cut off steam to unoccupied living quar-



ters, and demolished or remodeled energy-inefficient structures on base. They also asked—and got—voluntary compliance of station energy conservation guidelines from the air station's residents.

- VX 1, at NAS Patuxent River, Md., captured the Aviation Squadron category for its vigorous aviation fuel savings programs. Their conservation techniques were so successful that they developed authoritative P-3 *Orion* and S-3 *Viking* Fuel Management Guides which are subsequently distributed to all P-3 and S-3 operators Navywide.

- Although the Navy's goal was to realize a 15 percent reduction in energy consumption, the Pearl Harbor Naval Shipyard almost tripled the savings to a 40 percent cutback over 1973 figures. They did it in big ways: replacing floodlights with energy-efficient sodium vapor lights. And they did it in small ways: A supply clerk recommended a photosensitive device to control outside security lights at a snack bar.

- And at Naval Security Group

*Above: CAPT John C. McArthur with the winning plaque for the Pearl Harbor Naval Shipyard. Facing page: CAPT T.R. Mathis accepts award from Pat Shea, local energy company president, for Seal Beach's gas-saving efforts.*

Activity Winter Harbor, Maine, heightened energy conservation awareness allowed that command to document a steady decline in energy consumed during the past five fiscal years. They achieved this reduction while continuing to maintain a high peak of readiness.

In an earlier message, Secretary Clayton said, “The winners are to be congratulated for demonstrating supremacy in all categories of energy conservation: awareness, planning, innovation, training and efficiency in use of equipment. Their hard work and dedication have helped the nation conserve critical energy resources and their efforts serve as particularly outstanding examples for the entire Department of the Navy.”

Each winning command was presented the Secretary of the Navy's Energy Conservation flag and trophy.



# A Bite of the Big Apple



BY JO2 JOE QUIMBY

It used to be that if you wanted good liberty, you would have to be on a ship pulling into Palma de Mallorca or arriving Down Under. Things have changed—now it's the Big Apple.

New York Harbor was the gathering place for thousands of sailors from around the world during the International Naval Review in July, 1976. It also was the port that USS *Saipan* (LHA 2) didn't want to leave last summer. More than 50,000 New Yorkers swamped the ship for a look-see.

New Yorkers have always had close ties with the Navy—even before 1807 when the Brooklyn Navy Yard opened. Ships of our Continental Navy pulled into the port many a time during the Revolutionary War.

Times have changed but New York is still considered the cultural and entertainment capital of the world. And it's still a Navy town with attractions by the dozens.

If you doubt it, ask any of the 250 crew members of USS *Stump* (DD 978) who visited the city recently for the destroyer's first port visit away from her homeport of Norfolk. *Stump's* visit also was the first port call to the city by a Spruance-class destroyer.

USO-sponsored bus tours of Manhattan gave the sailors a chance to take in all the sights. Some went to the "House that Ruth Built" (Yankee Stadium) to watch the Yankees and the Kansas City Royals. Others saw the New York Jets, who offered free tick-



ets through the USO, play the Buffalo Bills. Then there was a double-header at Madison Square Garden with the Knicks and Boston Celtics and, then, the Washington Bullets against the Detroit Pistons—again with free tickets.

The USO also provided play and theater tickets and other tickets at reduced prices. The New York chapter of the Navy League and Naval Support Activity Brooklyn sponsored a Saturday night dance in the ship's honor at the activity's enlisted men's club.

A contingent of *Stump* crew members marched in the city's Columbus Day Parade and their skipper, Commander Carl A. Anderson, a native New Yorker, was an honored guest on the reviewing stand. In addition to hosting a number of dignitaries aboard ship, *Stump* welcomed more than 7,000 people during the three afternoons she held open house.

On departure, the ship steamed out of the harbor escorted by several water spraying Coast Guard boats from Governor's Island. ↓

JANUARY 1979





# Great Lakes Cruise

For the first time in more than 15 years, people in the Midwest had the opportunity to see the Navy up close when three Reserve Force destroyers conducted a cruise of the Great Lakes.

The three ships, USS *Robert A. Owens* (DD 827), USS *William C. Lawe* (DD 763) and USS *Davis* (DD 937) cruised the Great Lakes during August and early September, visiting 12 cities. Their mission: to enhance the Navy's image, support Navy recruiting and provide training for the active duty and reserve crews aboard.

More than 150,000 people toured the ships that operated as Naval Reserve Force Destroyer Squadron Thirty-four under the command of Captain William D. Daniels.

The cruise took the destroyers to Ogdensburg, Oswego and Buffalo, N.Y.; Erie, Pa.; Ashtabula, Toledo and Cleveland, Ohio.; Detroit, Mich.; and Quebec, Montreal, Toronto and Halifax in Canada.

In every port, the original time planned for visitors had to be extended to give everyone a chance to see the ships. Some people waited in the rain and many drove miles for the rare opportunity to go aboard the destroyers. In Ogdensburg, 15,000 people—almost twice the town's population—visited the ships.

In each city, residents and crews participated in athletic matches and

attended social and ceremonial events with civic and elected officials.

Lieutenant Dave Howard, recruiting support officer in Buffalo, said, "The benefits of this visit will last a lot longer than my recruiting duty. Those most enthusiastic about it are the kids. They are our future recruits."

*The 1978 cruise of the Great Lakes was an operation to be remembered both by the visitors and the visited—evident in the faces of the youngsters at right. Maneuvering in locks was tricky. Below, at right: USS William C. Lawe at Toronto and, above, a sailor and his girl in Detroit. Photos by PH3s G. Frederick, J. McConnell and S. Anderson.*









# Sound focusing on Bloodsworth Island



STORY BY JO1 EUGENE DRIGGERS,  
PHOTOS BY PH2 DAVE  
LONGSTREATH

The morning mist shrouding Bloodsworth Island could easily lead one to believe it to be a model of serenity—until the mist clears and reveals Bloodsworth's true characteristics.

Located north of where the Potomac River dumps into the Chesapeake Bay, Bloodsworth is an uninhabited marsh island that has been used as a practice site for aviators and gunners since the government bought the land in 1942. The island, which also forms the northern boundary of Tangier Sound, has been an important training area for our national defense preparedness since World War II.

Numerous factors have combined to make Bloodsworth Island increasingly important to the Navy. It houses the only range of its kind on the Atlantic Coast, there being no alternate uninhabited island of sufficient size with the necessary maneuvering area and water depth to accommodate Navy ships.

Combined with increasing fuel costs and the ever mindful need for maximum economy of tax money, Bloodsworth Island, located near several major Navy ports, is of vital interest and concern to the U.S. Navy.

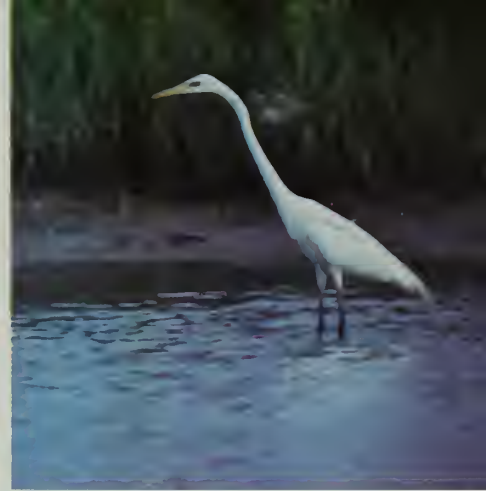
Naval air units and the Air National Guard use Bloodsworth regularly. Although normally dropping reduced or dummy charges, these units occasionally drop up to 500-pound bombs for certain exercises. To reduce the noise level, aircraft are restricted from using afterburners and heavier types of ordnance.

However, the most important use of the island is as a range for Naval Gunfire Support (NGFS) training. This training, which simulates naval shore bombardment in support of amphibious landings, is an important element of overall fleet readiness. In fact, all ships that would normally provide such

*Watermen work the waters off Bloodsworth Island even though the Navy's range has been there since 1942.*







*Below: Aerial view of Bloodsworth Island where Navy conducts firing and bombing exercises. Left: A simulated amphibious assault involving Marine Corps and Navy units. Top: Peaceful scenes on Bloodsworth in the Chesapeake Bay.*



support must qualify by passing six separate exercises, five of which involve firing rounds at shore targets. Each ship must re-qualify annually, or earlier, if prospective fleet operations would carry a ship beyond its regular qualification date.

Aware of its dual responsibilities of maintaining fleet readiness and being a good neighbor, the Navy recently completed its initial phase of noise level and ground motion testing in the area surrounding Bloodsworth. The Naval Surface Weapons Center, White Oak, Md., tested explosives, fuses and explosive safety techniques.

A preliminary paper study of the detonation effects of 12 pounds of explosives (equivalent to the explosion of a single shell) was conducted first. It showed that noise levels should be low under ideal weather conditions.

Sound or blast focusing was the most interesting phenomenon examined in the preliminary study. Just as a lens in a pair of eye glasses focuses light into the retina of your eye, the atmosphere can act like a focal lens for blast waves. During a thermal inversion (reversal of the normal atmospheric temperature gradient) and when the wind is from the right direction, the blast wave from an explosion may go up into the atmosphere. It then comes down focused many miles away from the source of the explosion, and causes noise many times greater than that normally anticipated.

The first phase of tests, which took three weeks to complete and lasted until October 1978, was designed to measure the noise levels created during gunfire support and aerial bombing exercises along with the effects that local weather conditions have upon these levels. Known as *sound focus*, this unique phenomenon refers to certain atmospheric conditions which have a tendency to

intensify and channel sound waves in a particular direction away from the range area.

By collecting sound focusing data, the Navy is better able to predict the results of firing during adverse conditions.

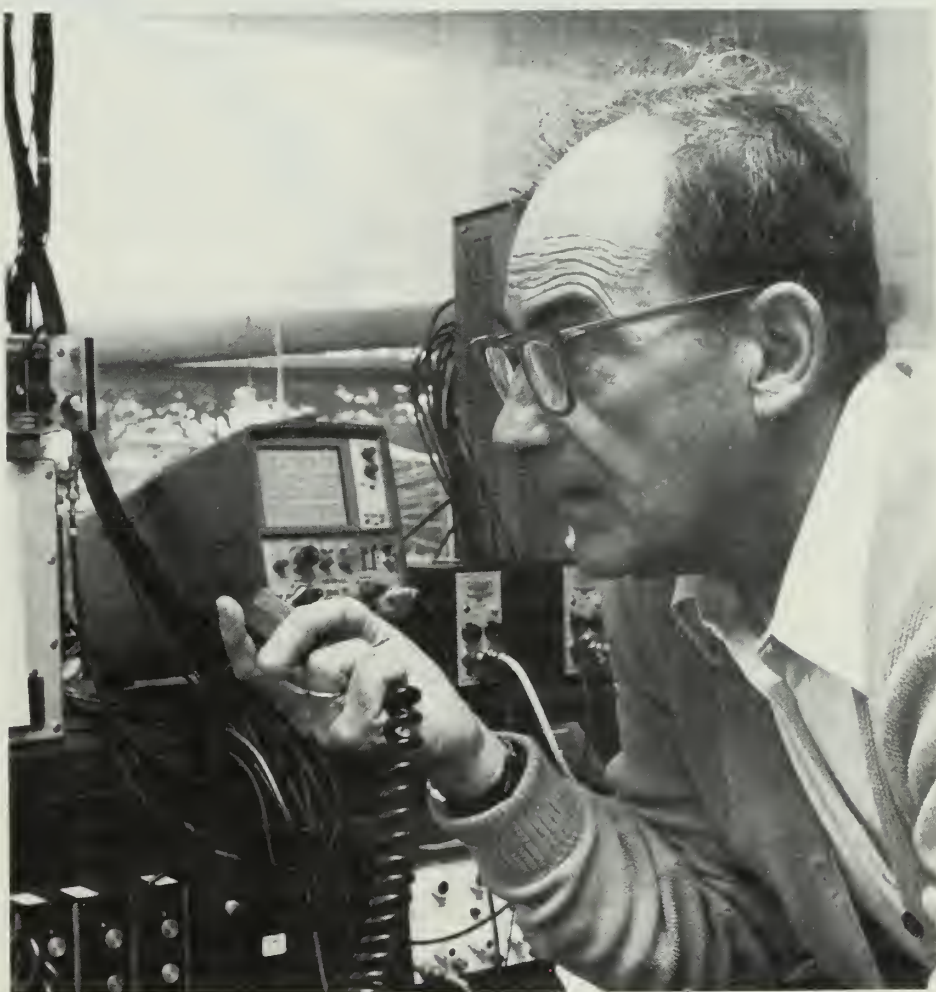
Joseph E. Berry of the Naval Surface Weapons Center's White Oak Laboratory was the on-site director for the tests. He manned the main communications, test and monitor site on Deal Island.

"We also should come away with a recommendation to the Navy regarding optimum locations for measuring and monitoring weather conditions for future testing," Berry said. "And I believe we will be able to establish a sound data base from which the Navy can formulate a procedure to decrease the blast noise levels in the local communities surrounding Bloodsworth Island."

The importance of Bloodsworth

Island as a bombing range was emphasized recently by Admiral Harry D. Train II, Commander in Chief, Atlantic Fleet. "The Navy relies on the island to assure preparedness to fulfill national commitments by maintaining ready, well-trained forces. But the Navy has an additional commitment to ensure the peace and comfort of local residents and to minimize their inconvenience by the Navy's presence," he said.

"The Bloodsworth Island naval gunfire range has played a vital role in the readiness and effectiveness of our military forces, and its importance has grown dramatically in recent years," the admiral continued. "Naval use alone has risen from an average of 23 ships annually to as many as 45 ships firing for training this year. The Navy, through the sound focus testing, has launched a concerted effort to solve the problems created by the Navy's activity in the area, and to allay the fears of local residents. ↓



*Joseph E. Berry monitors noise and ground motion levels during sound focusing tests on Bloodsworth Island. Berry is attached to the Naval Surface Weapons Center's White Oak Laboratory.*





# Navy Rights & Benefits

## Medical and Health Care

*This second presentation in the ALL HANDS series on Navy Rights and Benefits discusses Navy medical and health care for military members and their families. It explains the Uniformed Services Health Benefits Program (USHBP), including the Civilian Health and Medical Program of the Uniformed Services (CHAMPUS), which provides medical and health care for retirees and eligible dependents.*

*Because of the advantages the medical and health care programs offer, Navy families should be familiar with these benefits and keep abreast of changes. This article will bring them up to date.*

### USHBP/CHAMPUS

Medical and health care are some of the most valuable benefits enjoyed by the Navy family. In terms of dollars and cents, they represent considerable savings for Navy families every year. They provide active duty members with complete hospital care, routine dental care, necessary prosthetic aids and other medical equipment, and occupational

health services. Additionally, through USHPB—Uniformed Services Health Benefits Program—dependents and other beneficiaries reap benefits they ordinarily could not enjoy in the private sector.

USHBP provides direct care from Uniformed Services medical facilities (Army, Navy, Air Force, and certain Public Health facilities) for eligible beneficiaries. Through its supplement, CHAMPUS—the Civilian Health and Medical Program of the Uniformed Services—USHBP provides a program by which the government shares with beneficiaries the cost of authorized medical care received from civilian sources.

### USHBP Eligibility

For purposes of eligibility, authorized dependents are those who bear one of the following relationships to an active duty member, a retiree, or a deceased person who, at the time of death, was an active duty member or retiree:

1. Spouse—A lawful husband or

wife, whether dependent or not upon the active duty member or retiree.

2. Widow or Widower—A spouse at the time of death of the active duty member or retiree who has not remarried.

3. Child—An unmarried individual in one of the following classes:

A. Legitimate child or stepchild.

B. Adopted child.

C. Illegitimate child whose paternity has been judicially determined, or an illegitimate child of a female member or retiree judicially directed to support the child.

D. Illegitimate child (whose paternity has not been judicially determined) or stepchild who:

(1) Is, or was at the time of sponsor's death, dependent for more than one half of his or her support.

(2) Resides with, or in a home provided by, the member parent or the parent who is the spouse of the member.

Ordinarily, a child's eligibility for USHBP benefits ends on the 21st birthday. There are two exceptions: mentally or physically disabled children, and full-time students. Certain unmarried children who cannot support themselves because of a mental or physical incapacity remain eligible for benefits regardless of age if they meet certain conditions. Also, a student pursuing an approved full-time course of study (12

semester hours or more at an accredited college or university) and is, or was at the time of sponsor's death, dependent for over one-half of his or her support, remains eligible for benefits until the student's 23rd birthday.

4. Parents, parents-in-law or adoptive parents who are or were at the time of sponsor's death, dependent on the member for over one-half of their support and reside in a dwelling provided or maintained by the member. This does not include stepparents or those who stood in *loco parentis*. (Parents, parents-in-law and adoptive parents are excluded from all CHAMPUS benefits.)

Eligible beneficiaries include dependents of:

1. Service members on active duty

for more than 30 days.

2. Retirees.

3. Members ordered to active duty for more than 30 days who died while on that duty.

4. Deceased retired members.

Retirees are members who:

1. Retired after fulfilling minimum length of service requirements.

2. Were permanently or temporarily retired for physical disability.

3. Are on the emergency officers' retired list and entitled to retired pay for physical disability.

4. Are retired reservists who have met minimum length of service requirements, who are 60 years of age or older, and who are in receipt of retired pay.

USHBP has three basic treatment categories:

1. Dependents of active duty

members can receive care at a Uniformed Services facility and under CHAMPUS (Basic and Handicapped programs).'

2. Retirees, their dependents and dependents of deceased members are entitled to medical care on a space available basis at Uniformed Services facilities and under CHAMPUS, too, but only for the Basic program and not the Handicapped program. (An exception to this is dependents receiving treatment under the Handicapped program at the time of sponsor's death. They continue to be eligible until they pass their 21st birthday or until they cease to be an eligible dependents, whichever comes first.)

3. Parents, parents-in-law or adoptive parents are eligible for treatment on a space available basis in Uniformed Services facilities only.

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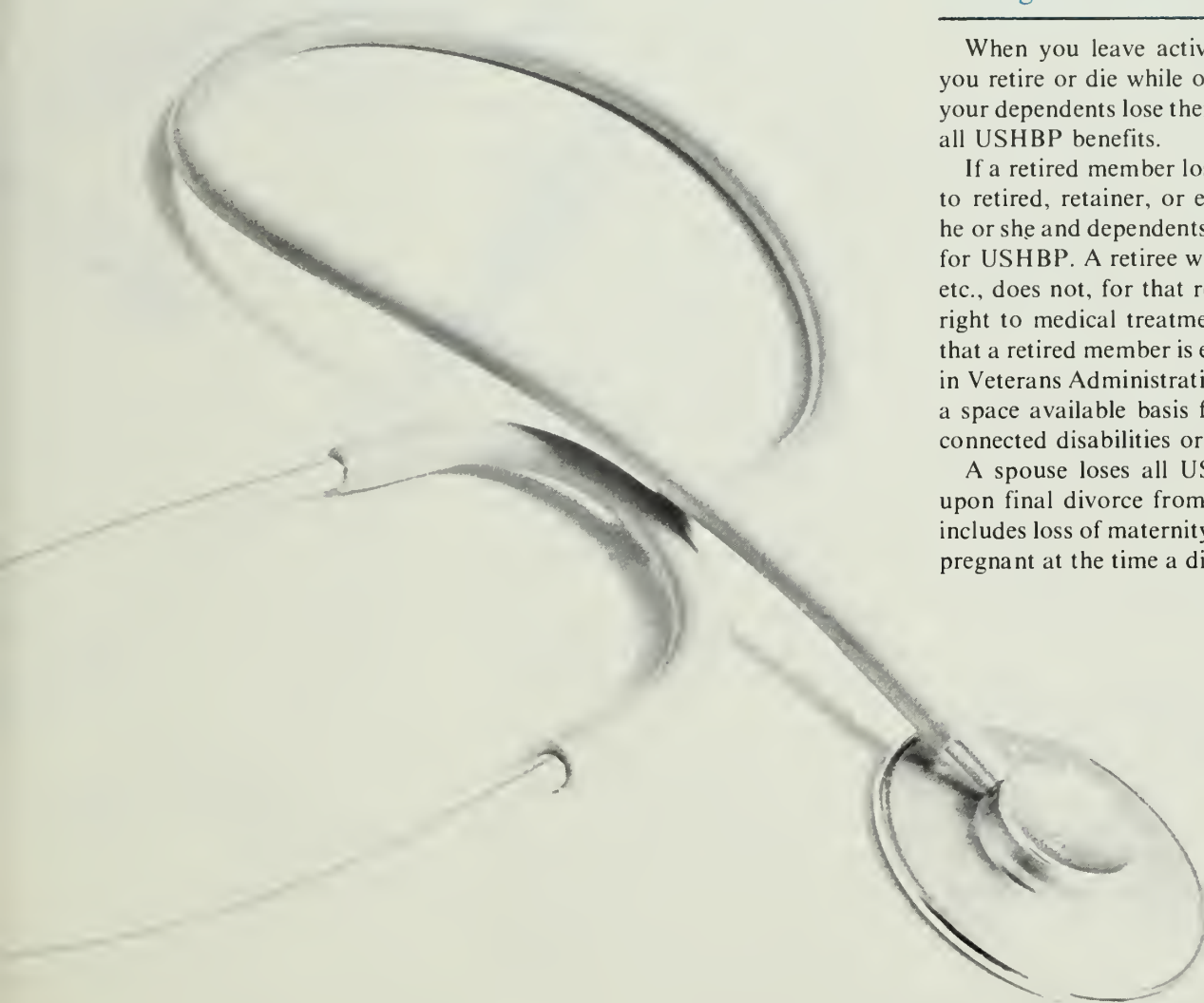
### Changes in USHBP Eligibility

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When you leave active duty (unless you retire or die while on active duty), your dependents lose their eligibility for all USHBP benefits.

If a retired member loses entitlement to retired, retainer, or equivalent pay, he or she and dependents lose eligibility for USHBP. A retiree who waives pay, etc., does not, for that reason, lose the right to medical treatment. (Also note that a retired member is eligible for care in Veterans Administration facilities on a space available basis for non-service connected disabilities or illnesses.)

A spouse loses all USHBP benefits upon final divorce from sponsor. This includes loss of maternity care for wives pregnant at the time a divorce becomes





# Navy Rights & Benefits

final. In such instances, the service member's child becomes eligible for USHBP benefits at birth.

With the exception of stepchildren, a child's eligibility is not affected by divorce or when a divorced spouse remarries. A stepchild relationship ends when a parent and stepparent divorce. For eligibility purposes, a stepchild relationship continues upon death of the member stepparent, but does cease if the natural parent remarries.

When a member dies and his or her child is adopted by a person who is not a service member or retiree, that child remains entitled to USHBP benefits. However, a child of a living member loses benefits when adopted by someone who is not a service member or retiree.

If a child marries before reaching age 21, but not to a service member or retiree, eligibility stops on the date of marriage. However, if the marriage ends, the child regains entitlement to care if otherwise eligible.

Technically, an individual who received benefits before annulment of a marriage was not eligible for these benefits because, in effect, an annulment means that the marriage never existed. Normally, repayment would then be required. However, to avoid financial hardship in this instance, USHBP treats annulment in the same manner as divorce.

A child 21 or 22 years old must be pursuing a full-time course of study to remain eligible for health care benefits. However, if the child suffers a disabling illness or injury and is unable to return to school, he or she remains eligible for health benefits until six months after the disability is removed, or until the 23rd birthday is reached, whichever comes first.

The Navy Surgeon General recommends on a case-by-case basis whether a child is handicapped to the extent that he or she is eligible for benefits beyond the 21st birthday. If the capacity of the child improves significantly or ceases after age 21, the child loses eligibility for all CHAMPUS benefits. This eligibility cannot be reinstated later if the incapacity recurs or the condition deteriorates.

By law, CHAMPUS benefits end

when any beneficiary other than a dependent of an active duty service member becomes eligible for Social Security's Medicare, Part A (Hospital Insurance). This can pose special problems for individuals living outside the United States where Medicare cannot pay for health care. Dependents of active duty service members who remain eligible for all CHAMPUS benefits yet are entitled to Medicare must use Medicare benefits before CHAMPUS payment enters the picture. If any amount remains after Medicare payments are made, CHAMPUS will pay up to the amount, and for those services that CHAMPUS would have paid if there were no Medicare coverage. A beneficiary not eligible for Medicare Part A can continue to receive CHAMPUS benefits after age 65 by obtaining a notice of disallowance from Social Security.

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## Uniformed Services Facilities

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Generally, if you live near a Uniformed Services facility, you and your dependents are already somewhat aware of the medical care available. But remember, providing health benefits to USHBP beneficiaries is a secondary function of that facility.

The primary concern of the staff must be the military member's health. Congress established that benefits provided to USHBP beneficiaries are "...subject to the availability of space and facilities and the capability of the medical staff." The medical or dental officer in charge of the facility determines the extent of such treatment. By law, that decision is final.

Within this limitation and some listed below, a wide variety of medical services are available at your local dispensary or clinic.

Retirees are entitled to the same health care as the active duty member, but on a space available basis. Some retirees on physical disability must get their care for these disabling conditions through the Veterans Administration unless facilities aren't readily available. (VA medical benefits will be covered in a future segment of this series on Navy Rights and Benefits.)

Dependents and survivors of active duty and retired Navy members are excluded from:

1. Domiciliary or custodial care.
2. Prosthetic devices, hearing aids, orthopedic footwear and spectacles. (Outside the United States and at stations where civilian facilities are inadequate, such items may be sold to dependents or survivors at cost.) In some instances, artificial limbs and eyes may be provided.

Generally, care is considered on an inpatient basis when a beneficiary is admitted to a medical facility and expected to stay there for at least 24 hours. All other care for which a beneficiary is not admitted to a medical facility is considered outpatient. There is no charge for outpatient care at Uniformed Services facilities.

For inpatient benefits, retired officers and warrant officers pay a subsistence charge; retired enlisted men and women pay nothing; dependents pay \$4.65 a day. No charge is made for newborn infants while the mother is also a patient in the hospital. If the mother is dis-



charged before the infant, the single, daily charge continues.

If there is a Uniformed Services facility within 40 miles of your home capable of providing the needed inpatient care you are required by law to use that facility. There are exceptions—for instance, true medical emergencies. *This “40-mile rule” applies only to inpatient care.*

If the facility within the radius is unable to provide the inpatient care you require, you must obtain a “Non-availability Statement” from the commander (or designated representative). This statement is needed before

CHAMPUS can process claims for hospitalization. In some situations, on a case-by-case basis, a commander can issue a Non-availability Statement even though the hospital could have provided the care. If you have any questions or doubts, you should check with the Uniformed Services facility before receiving inpatient care from a civilian source.

And remember, Public Health Serv-

ice hospitals are an often overlooked Uniformed Services medical facility.

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## USHBP—CHAMPUS Basic Program

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Many CHAMPUS beneficiaries mistakenly believe that the program pays the full cost of care from civilian sources. This is not the case. CHAMPUS is a cost-sharing program. The government pays a significant portion of the charges determined to be reasonable. You pay the remainder.

CHAMPUS sets a reasonable charge for every service and supply that a civilian source provides. The lowest of the following three totals determines this charge:

1. Actual billed amount; or
2. Usual charge of the provider rendering the medical service or supplies, or
3. Prevailing charge of similar providers for the same service or supplies in the geographic area.

Not every civilian source of health care participates in CHAMPUS. “Participate” means that the source of care submits a claim for you directly to CHAMPUS on CHAMPUS forms. These forms contain a statement to the effect that the claimant (source of care) agrees to accept as full payment the reasonable charge as determined by CHAMPUS. Other than your cost-share obligation, the claimant cannot collect any additional amount from either the government or you.

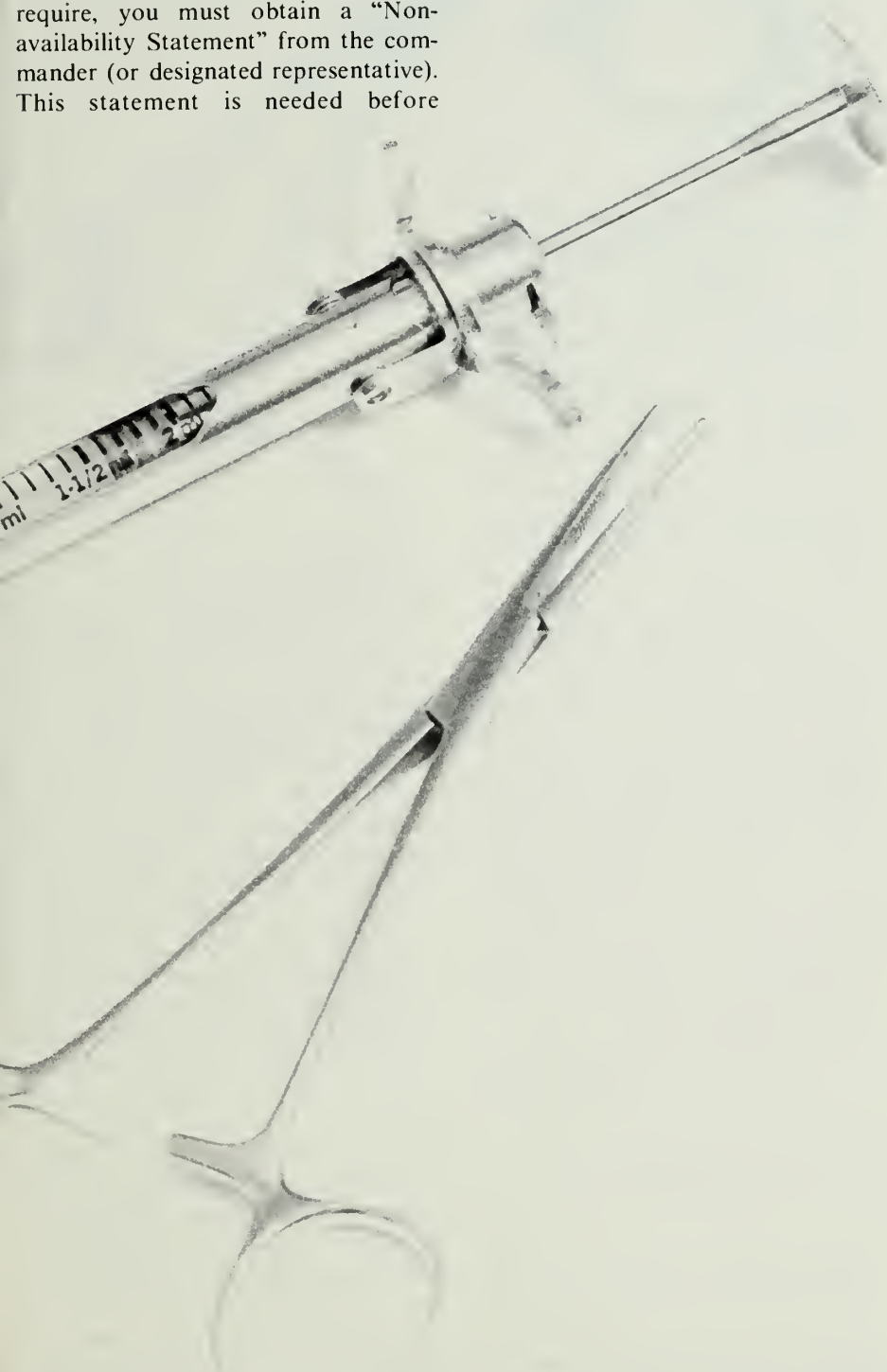
When a source does not “participate” and charges are in excess of those determined by CHAMPUS to be reasonable, you will have to pay not only your share of the reasonable charge, but also any amount in excess. Participation is voluntary—a civilian source of care is not bound to accept every CHAMPUS beneficiary. Before you receive any care, make sure the provider participates in CHAMPUS.

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## CHAMPUS Outpatient Cost Sharing

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If you are on active duty and your dependent receives outpatient care, you





# Navy Rights & Benefits

pay the first \$50 each fiscal year (a maximum deductible of \$100 if two or more dependents are receiving benefits) plus all changes exceeding 80 percent of the determined reasonable charge. For other beneficiaries (retirees, their dependents, etc.), CHAMPUS pays 75 percent of the reasonable charge after the same deductible has been met.

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## CHAMPUS Inpatient Cost Sharing

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Dependents of active duty service-members pay \$4.65 a day or \$25 for the entire hospital stay, whichever is greater. When there are less than 60 days between successive admissions, CHAMPUS considers it as one confinement in computing charges with two exceptions:

1. Successive inpatient admissions related to a single maternity episode are counted as one confinement regardless of the number of days that elapse between admissions.

2. A maternity admission and an admission related to an injury are considered separate admissions and cost-shared accordingly.

When a professional (doctor, etc.) charges separately from the hospital, CHAMPUS pays all allowable professional fees. For beneficiaries other than dependents of active duty members, CHAMPUS pays 75 percent of allowable professional fees and hospital charges.

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## Champus Maternity Cost Sharing

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A maternity care episode starts when a woman becomes pregnant and continues through the end of the sixth week after the birth of her child. Special maternity care cost-sharing provisions cover this period of time only. Thereafter, regular cost-sharing rules apply.

When an expectant mother plans to have her baby at a civilian hospital or similar medical facility, CHAMPUS will share the cost on an inpatient basis as long as she has obtained a Non-availability Statement. Even if a mother plans home delivery and receives all

care on an outpatient basis, CHAMPUS encourages her to obtain the statement as soon as pregnancy is established. This will protect her from expenses connected with unforeseen inpatient maternity care since unexpected or early delivery, in itself, is not evidence of an emergency that would waive the Non-availability Statement requirement.

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## CHAMPUS Preauthorization

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Before CHAMPUS will share the cost of certain services and supplies, prior approval from CHAMPUS must be obtained in writing before the care is received. This preauthorization protects you financially in those areas of CHAMPUS with program limitations.

All benefits under the Handicapped program require preauthorization. Other areas that require preauthorization include cosmetic, reconstructive or plastic surgery; dental care; and inpatient admission to a residential treatment center, special treatment facility or skilled nursing facility.

Unless otherwise indicated by the preauthorization letter, treatment must begin within 90 days. Otherwise the letter is void. A new request is necessary for any authorized service or supply not obtained within the time limit.

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## CHAMPUS Double Coverage

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Double coverage occurs when a beneficiary has coverage under another pro-

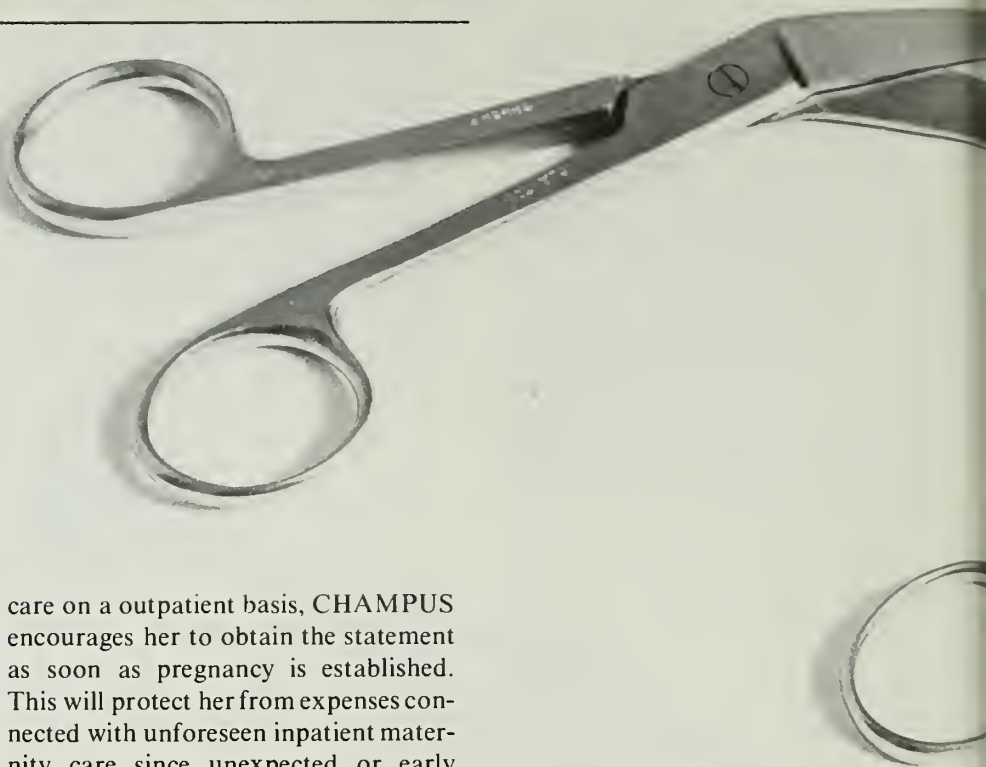
gram or plan that duplicates CHAMPUS benefits.

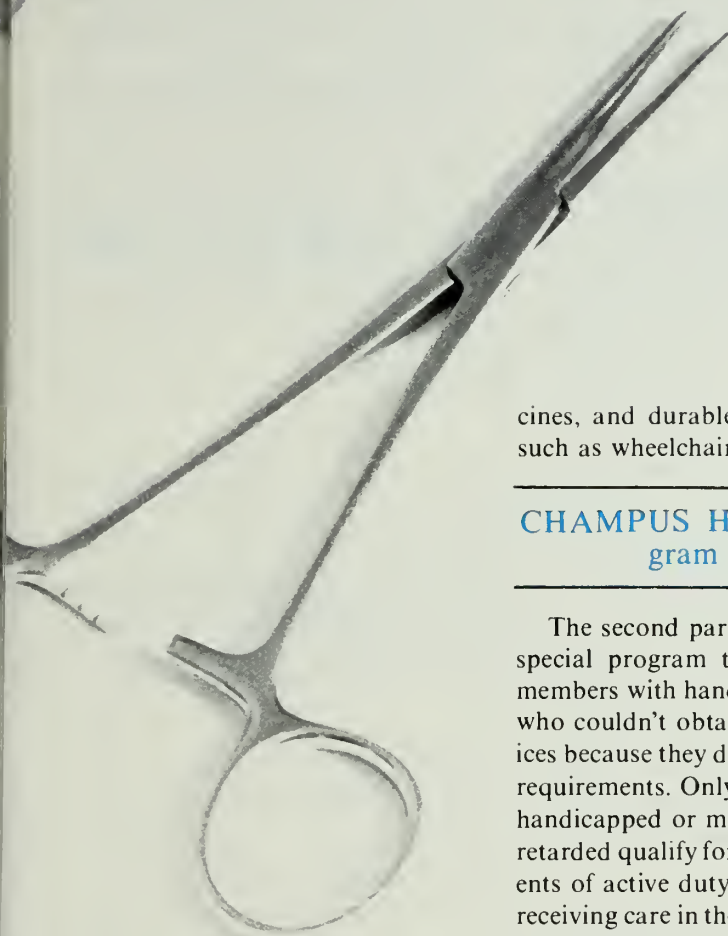
Rules governing double coverage do not apply to Medicaid, privately purchased non-group coverage, or any coverage specifically designed to supplement CHAMPUS benefits.

When double coverage exists, the other program or plan must pay its benefits first. When the dependent of an active duty member is entitled to Medicare, that program's benefit must be used before CHAMPUS payment enters the picture. For other double coverage situations involving dependents or active duty members, CHAMPUS officials and representatives of the program or plan determine who has primary responsibility on a case-by-case basis.

CHAMPUS benefits are not available for services or supplies provided in connection with work-related illness or injury. In such cases, you must apply for benefits under applicable workmen's compensation laws.

Retirees do not have the option of choosing CHAMPUS rather than the Veterans Administration for health care





cines, and durable medical equipment such as wheelchairs, etc.

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### CHAMPUS Handicapped Program Benefits

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The second part of CHAMPUS is a special program to assist active duty members with handicapped dependents who couldn't obtain state-funded services because they did not meet residency requirements. Only seriously physically handicapped or moderately or severely retarded qualify for assistance. Dependents of active duty members and those receiving care in the program at the time of sponsor's death are eligible.

Before an individual receives benefits, he or she must meet certain general criteria. The condition must be expected to last for at least 12 months. Because of the condition, the impaired individual cannot engage in activities of daily living expected of individuals in the same age group.

CHAMPUS then determines whether the situation warrants participation in the handicapped program.

Benefits include diagnosis, rehabilitation, training, special education, institutional care, durable equipment and certain transportation.

CHAMPUS must approve all services and supplies before they are received (preauthorization) except for the repair of, or purchase of replacement parts for durable equipment provided under the program when the cost is under \$50.

Under the program for the handicapped, the beneficiary pays a portion of the costs each month according to a

sliding scale (ranges from \$25 to \$250) based on pay grade. CHAMPUS then pays their share up to a maximum of \$350 per month for first family member. The sponsor pays any additional amount. Additional members receiving handicapped program benefits come under special provisions and are cost-shared differently.

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### Health Benefits Advisors

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Although CHAMPUS generally shares the cost for most medically necessary care, benefits are subject to definitions, conditions, limitations and exclusions. To aid you in understanding your entitlements under USHBP, most Navy and Marine Corps facilities maintain a Health Benefits Advisor (HBA) onboard.

Generally appointed by the commander of a Uniformed Services facility, an HBA serves as a point of contact in matters involving CHAMPUS or other state and federal medical programs. He or she can help you apply for CHAMPUS benefits and otherwise aid in relations with the Office of CHAMPUS (OCHAMPUS, Denver, Colo. 80240) or CHAMPUS contractors. However, the HBA is not responsible for CHAMPUS policies and procedures and has no authority to make benefit determinations or obligate government funds.

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### Filing a CHAMPUS Claim

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The two basic categories for submitting claims under the Basic program are institutional and non-institutional. Non-institutional claims (care from civilian providers such as physicians, pharmacies or ambulance companies) account for about 70 percent of all claims. Because of errors, CHAMPUS returns three out of every 10 claims. This slows payment to you. CHAMPUS personnel cannot fill in items you omit; they mail the claim back to you for completion.

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### CHAMPUS Forms

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For claims involving services or supplies provided by civilian hospitals or

of military service-connected illnesses or injuries. VA benefits must be used. CHAMPUS will recover any amount paid in error for such care.

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### CHAMPUS Basic Program Benefits

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In many aspects, the CHAMPUS Basic Program is similar to private medical insurance. Benefits fall into three categories.

1. Institutional benefits—services and supplies provided by hospitals or skilled nursing, residential treatment and certain special treatment facilities.

2. Professional benefits—services rendered by physicians, dentists, clinical psychologists, podiatrists, midwives and certain other paramedical providers.

3. Other benefits—ambulance service, prescription drugs and medi-



# Navy Rights & Benefits

institutions, use DA Form 1863-1. Non-institutional services or supplies can be claimed on DA Form 1863-2 until Feb. 1, 1979. After that date, CHAMPUS and CHAMPVA beneficiaries must use CHAMPUS form 500 for outpatient care.

For either DA Form 1863-1 or 1863-2, fill out only Section I, the first 13 items. Many mistakes occur in item 5. A key point to remember in completing this section is that "effective date" means date of eligibility, not date of identification card. Effective date for retirees is the date of retirement.

If you are using CHAMPUS Form 500, fill out the "Patient/Sponsor" section, items 1 through 18.

Submit a claim for each service received. For example, if you see two doctors, even for the same ailment, you must fill out two separate claims.

If you received care from a participating provider, the provider completes and sends the form to the organization that handles claims for that area. If you use a non-participating provider, the government sends its share of the charge directly to you after you submit a claim. Payment of the entire cost then becomes your responsibility.

When a non-participating provider is involved, fill out Section I, attach legible copies of itemized paid or unpaid bills or itemized receipts to the form, and mail it to the contractor in the area where you received care.

Identify by name and dosage, drugs and injections dispensed or administered by providers. Bills or receipts for prescription drugs must show name and address of pharmacy, prescription numbers, dates prescriptions were filled, drug name and strength, name of patient and amount charged.

After you meet your annual outpatient deductible (\$50 per person or a family maximum of \$100), CHAMPUS issues a Deductible Certificate. Attach a copy of this certificate to all claims for outpatient care so CHAMPUS won't deduct the amount again. Also attach copies of other necessary documentation such as a Non-availability Statement.

Submit all claims to the appropriate CHAMPUS contractor no later than

Dec. 31 of the calendar year immediately following the calendar year in which care was received. For example, a claim for care during calendar year 1978 must be filed no later than Dec. 31, 1979.

Send claims for care under CHAMPUS Basic and Handicapped programs to the contractor in the area where care was received. For preauthorization, send applications to Director, Benefit Services, OCHAMPUS, Denver, Colo. 82040.

Send claims for dental care and preauthorization of dental care or related institutional services to Blue Shield of California, P.O. Box 85135, San Diego, Calif. 92138.

## CHAMPUS Appeals and Hearings Procedures

You and certain providers of care are entitled to appeal CHAMPUS claim decisions. This administrative process does not replace a beneficiary's right to initiate legal action. However, a court rarely agrees to consider such a case until all other remedies have been exhausted.

If you wish to appeal a CHAMPUS claim decision, ask your Health Benefits Advisor to help you obtain a copy of CHAMPUS Fact Sheet No. 12 on Appeals Procedures.

## Dental Care

As an active duty member, you are entitled to a wide range of dental care. Under USHBP, Uniformed Services facilities offer these same services to retirees, but on a space available basis.

Other eligible beneficiaries (same requirements as for medical care) are restricted in their access to dental care at Uniformed Services facilities. Normally, dependents receive routine dental care at overseas or designated locations only, on a space available basis. When routine dental care is not available or authorized, dependents are limited to certain services:

- Emergency dental or oral care.
- Dental care deemed necessary as an adjunct to medical or surgical treat-

ment of a disease, condition or injury.

- Preventive dentistry program including, in some cases, the fluoridation of water.
- Consultation, examination and diagnosis only when they are an integral

| MEDICAL                                                                       |  |
|-------------------------------------------------------------------------------|--|
| PATIENTS                                                                      |  |
| Spouse or child of active duty member                                         |  |
| Retired member                                                                |  |
| Spouse or child of retired member                                             |  |
| Surviving spouse or child of deceased active duty or retired member           |  |
| Dependent parent or parent-in-law of active duty, retired, or deceased member |  |
| COSTS                                                                         |  |
| Spouse or child of active duty member                                         |  |
| Retired: Enlisted Officer                                                     |  |
| Spouse or child of retired or deceased member                                 |  |
| Dependent parent or parent-in-law of active duty, retired, or deceased member |  |

part of authorized dental care.

### CHAMPUS Dental Care

As such, CHAMPUS *does not* provide dental care benefits. Under very

limited circumstances, CHAMPUS covers dental care when it is adjunctive to otherwise covered medical treatment. An example of adjunct dental care is the removal of teeth or tooth fragments to treat facial trauma resulting from an

accident. CHAMPUS requires preauthorization for any adjunctive dental care except when such care involves a medical (not dental) emergency that can be documented.

## BENEFITS FOR THE NAVY FAMILY

| UNIFORMED SERVICES UNIVERSITY      |                                     | CIVILIAN HEALTH AND MEDICAL PROGRAM OF THE UNIFORMED SERVICES (CHAMPUS)                 |                                                                                                        |                                                                                                                                       |
|------------------------------------|-------------------------------------|-----------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------|
| Hospitalization/Outpatient         |                                     | Basic Program                                                                           |                                                                                                        | Program for the Handicapped                                                                                                           |
|                                    |                                     | Hospitalization                                                                         | Outpatient                                                                                             |                                                                                                                                       |
| On a space-available basis         |                                     | Eligible, but may need nonavailability statement                                        | Eligible                                                                                               | Eligible                                                                                                                              |
| On a space-available basis         |                                     | Eligible unless entitled to Medicare (Part A). Also, may need nonavailability statement | Eligible unless entitled to Medicare (Part A).                                                         | Not eligible                                                                                                                          |
| On a space-available basis         |                                     | Not eligible                                                                            | Not eligible                                                                                           | Not eligible                                                                                                                          |
| Hospitalization                    | Outpatient                          | Hospitalization                                                                         | Outpatient                                                                                             | Program for the Handicapped                                                                                                           |
| Per day (deductible)               | No charge                           | \$4.65 per day or \$25, whichever is greater (rate reviewed annually)                   | 20% of allowable charges above the deductible (first \$50 each fiscal year — \$100 maximum per family) | Patient's share per month depends on paygrade of sponsor — \$25 for E-1 to \$250 for O-10. CHAMPUS pays remainder up to \$350 per mo. |
| Large expense per day (deductible) | No charge<br>No charge<br>No charge | 25% of the allowable medical facility charges and allowable professional fee            | 25% of allowable charges above the deductible (first \$50 each fiscal year — \$100 maximum per family) | Not eligible                                                                                                                          |
| Per day (deductible)               | No charge                           | Not eligible                                                                            | Not eligible                                                                                           | Not eligible                                                                                                                          |

Adapted from table in *Commanders Digest*, May 26, 1977.



# Minority Recruitment at Indian Head

When Hugo R. Lopez tackles a job—even on a part-time basis—he puts everything he has into the task. By constantly applying himself, taking into account even the smallest detail, he achieves concrete results, not just so many figures on a sheet of paper.

A native of Cuba, Lopez volunteered to head up the Hispanic Recruitment Program at the Indian Head Naval Ordnance Station in southern Maryland, not far from the nation's capital.

In four years since he began his efforts, Hugo has seen the Hispanic civilian workforce grow to 31 and still growing. Not included in the present-day figure are 12 other Hispanics who also were recruited during the same time frame but have since moved on to positions with other facilities.

Hispanic representation at the station, therefore, has increased to 1.5 percent of the total workforce, up from the 1973 figure of .1 percent. By the end of 1979, 2.2 percent of the workforce will be Hispanics, a figure that will represent 10 percent of the engineers at the station.

How did the Naval Ordnance Station at Indian Head—specifically Hugo Lopez—achieve this success? It took a complete commitment, coupled with a lot of hard work.

Armed with full information on the Hispanic community in the Washington, D.C., area, along with detailed information on specific jobs available at Indian Head and housing and transportation leads, Lopez took a new



approach. He directed a major part of his effort toward University of Puerto Rico graduates—both men and women.

Hugo began his recruiting efforts at a time when the base had a critical need for entry-level engineers. According to Commander Stephen Lowe, Indian Head's public works officer, filling engineering vacancies has always been a problem at the Naval Ordnance Station for a variety of reasons.

"Places like the Naval Ordnance Station have trouble recruiting entry-level engineers because of the stiff competition they get from private industry," he said. "After a few years with us, some of

our engineers leave because of the many promotion possibilities for them in the Washington area outside of Indian Head."

But the people at Indian Head also know that engineers are usually more attracted by the work they will do—although money's important. Hugo left for Puerto Rico armed with information about specific billets and projects being undertaken by the station for which these engineers would be working.

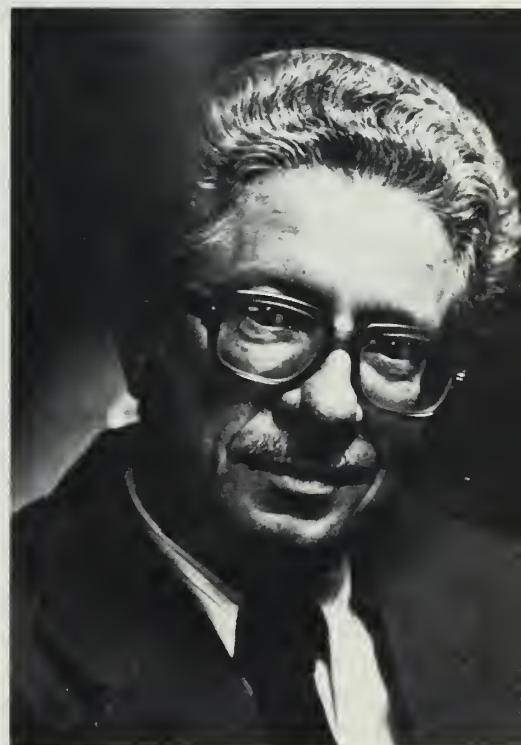
The pilot recruitment program yielded eight Hispanic engineers, two of them honor graduates: Lidia Sanchez

Morales and Norberto Almeyda. Two others—mechanical engineers Jose R. Leon and Hector N. Torres—today occupy senior project positions.

In 1974, Lopez, whose primary job is head of the station's engineering support department, was named collateral duty Hispanic Employment Program Coordinator. The command urged continued emphasis in recruiting Hispanics as well as other minorities.

It was at about this time, too, that Lopez's efforts began affecting the station in other ways than just gaining new employees. Captain Thomas C. Warren, commanding officer at the Naval Ordnance Station, explained.

"We learned very quickly that an effective recruiting program alone is not enough," he said. "You not only have to get the people here but keep them here. No matter how expert the recruiter, those recruited won't stay if the conditions of employment aren't acceptable. So you have to have a parallel program which constantly works to improve things on station overall. And that's something that benefits everybody on the station." (→)



*Left and above: Hugo Lopez confers with NOS Indian Head skipper CAPT Thomas C. Warren.*



It became obvious that one of the major tasks in Indian Head's recruiting program was the assistance needed by new employees in obtaining housing, transportation and initial funds to get started. It simply was not enough to tell them what was available and leave it at that.

Since most of the Hispanics were coming to Indian Head straight out of college, lack of funds, temporary housing and transportation were problems for many. Lopez took it upon himself to coordinate the availability of free room and board as well as transportation to and from work for most of the new Hispanic employees. Lopez's contribution to the effort was total. He gave his time

and money and also opened his home to the new Hispanic employees. Once settled, the new employees, in turn, provided the same assistance to other newcomers at the station.

As the recruiting program expanded, Lopez trained Hector N. Torres, a University of Puerto Rico graduate, to aid in recruiting. Together, they interviewed 81 Hispanic job seekers; 12 came to Indian Head and 32 others were referred to other naval activities in the Washington area. At that point, the Hispanic Recruitment Program was further expanded to also seek out minorities for other than professional positions.

The station's recruiters got in touch

with civic organizations and job fairs held in areas with high Hispanic representation like southwestern United States and Puerto Rico. The word was spread at EEO conferences, social functions and civic meetings that Indian Head needed people and that the station would offer them a job or help them find one. To help bridge the language barrier, Lopez translated the station's recruiting brochure into Spanish.

Today, despite the fact that housing is scarce and the cost of living high, the program continues to meet with success through the same commitment and dedication. The station's Hispanic employees, with roots not only in the U.S. and Puerto Rico, but in Mexico, Colombia, Santo Domingo, Chile, Equador and Cuba as well, are reaching out to other Hispanics.

"You must recognize that the best recruiters are the recruited themselves," CAPT Warren said. "The students we try to recruit can best relate to those who've just been out of school for a few years."

CAPT Warren also pointed out one other important aspect of the Indian Head program and how Hugo helped insure success. "It's harder in some ways to attract Hispanic people to this general area because of the lack of cultural contacts. Hugo recognized this and worked to make sure there were social opportunities as well."

Along these lines, the station established the Association of Hispanic Americans. Membership is open to anyone who wishes to foster its goals of increased understanding among the races. Far from being an Hispanic-only organization, Lopez said it's been instrumental in bringing a diverse cross-section of station employees together.

With the local credit union now lending up to 10 percent of a new employee's annual salary, with the Buddy System in operation (wherein an experienced employee assists a new employee), and with a new awareness on the part of management, it's easier for the Hispanic Employment Program at the Naval



*Left: Lidia Sanchez Morales.*



Ordnance Station to develop and retain Hispanic employees.

The efforts of people like Lopez, Torres and others boil down to one main thing for CAPT Warren: "We'd be hurting if we didn't have that pool of Hispanic employees to count on. We'd not be able to meet our commitments if we hadn't recruited them."

Luckily for Indian Head and the Navy, that's not likely to happen, thanks to the continued success of the Hispanic Recruitment Program at Naval Ordnance Station, Indian Head, Md. ↓

*Photos by JOI Jerry Atchison*

*Left: Hector N. Torres. Below: Humberto Urzua, Milton Soto and Jesus Torres.*





# Planning for tomorrow

BY JO2 DEBORAH GALLOWAY



Life on board Pacific Fleet aircraft carriers is getting better these days thanks, in part, to the Fleet Habitability and Personal Service Symposium conducted last year. Improvements in modernized food services, more inviting ships' stores, installation of electronic games and labor saving devices for the crews are a few of the improvements for entertainment.

Here's a rundown on what's new and better today on board Pacific Fleet aircraft carriers:

- USS *Kitty Hawk* (CV 63) is remodeling its enlisted dining facilities, CPO mess and wardrooms. Aluminum mural wall panels will cover pipes; new chairs, tables, curtains, and up-to-date general food service equipment will replace aging gear.

- The enlisted dining areas in USS *Constellation* (CV 64) also were upgraded by using new false overheads, colorful curtains, floor tiles, tables and chairs. The latest french fry and milkshake equipment for improved fast food preparation are on order.

- USS *Coral Sea* (CV 43) is having the same type of renovations made in her galleys during her current overhaul in Bremerton, Wash. Improvements are being made to the ship's library, CPO lounge and wardrooms, including wall paneling and new furniture. The ship's stores and barber shops are being modernized with better lighting and the latest equipment, a new dry cleaning plant is being installed and the soda fountain is being enlarged. Work is also being accomplished to increase the laundry's washing and drying capabilities.



*Electronic games (above) allow off-duty Ranger sailors an escape from the shipboard routine.*



*Improving the appearance of mess decks by adding murals and covering exposed pipes (below) and installing new bunks and lockers (left) for more storage and comfort reflect the Navy's concern for better habitability.*

bility during her 1979 overhaul in Bremerton, Wash. Work will include remodeling of the forward enlisted dining facilities with equipment for fast food service. Through a self-help program, most berthing and sanitation areas will be renovated with new bunks and lockers. Ventilation, to improve air circulation in these spaces, will be repaired, cleaned or replaced.

An ongoing self-help program to upgrade berthing areas, heads, locker and space availability on all carriers will be a continuing project for the next five years.

In the area of personal services, ship's barbers are being professionally trained to give better haircuts. Ship's stores are being renovated to make shopping more pleasant.

Labor saving devices are being

incorporated—*Constellation* has installed a type of vacuum cleaner/magnetic sweeper on the flight deck which is designed to pick up FOD (foreign object damage) faster and easier.

Also being tested are electronic games for use aboard *Constellation* and *Ranger*. Any resulting profits will go toward the ships' welfare and recreation funds.

In the meantime, the staff of the U.S. Pacific Fleet Naval Air Force (COMNAVAIRPAC) has made plans for deployed ships to have their vent systems cleaned at the Ship Repair Facility in Subic Bay. Deteriorated vent systems are being replaced. ↓

- Complete fast food service is scheduled for installation in USS *Ranger* (CV 61). This includes an entire new galley designed for fast food preparation, along with major improvements to the forward bakery shop and vegetable preparation room. A new, modern ship's store will replace an old one which was moved to create space for the new galley.

- Renovations being made to USS *Midway's* (CV 41) clothing and small stores and retail outlets include better lighting, counters and larger spaces. Plans include improvements to the forward galley to incorporate preparation of fast food service by summer. The dry cleaning plant has been rebuilt and an additional drycleaning unit will be installed.

- USS *Enterprise* (CVN 65) will receive extensive remodeling for habita-





# Mail Buoy

## Wrong Ship Named

SIR: In the September 1978 issue, I noted in "Recent Reels" paragraph under "I relieve You, Sir," it was stated that this film was based on the 1969 collision between the USS *Evans* (DE 1023) and HMAS *Melbourne* (21). USS *Evans* (DE 1023), fortunately, had nothing to do with the collision.—Donald A. Webb, RM2, USNR

• *Naturally, USS Evans (DE 1023) was not the ship involved in the 1969 disaster; we've heard from others regarding the Melbourne-Frank E. Evans (DD 754) collision.*  
—ED.

## Still Interested?

The November 1978 *All Hands* fell prey to a typographical gremlin. The article, "Interested?," on page 17, should have read:

"Duty with a precommissioning detail may be what you've been looking for. If so, the Bureau of Naval Personnel (now the Naval Military Personnel Command) is looking for you. Highly qualified and motivated sailors are always sought for this type of duty and volunteers are invited.

"For those serving on sea duty when ordered to precommissioning duty, their time creditable for sea duty rotation continues, less that period computed from date of detachment from sea duty command to date of commissioning of new command. For those on shore duty going to sea, time spent with the precommissioning detail counts as neutral duty for rotational purposes and becomes sea duty on the date the ship is commissioned. Sea duty begins with the initial builder's sea trials for nuclear ships.

"If you would like to volunteer, fill out an Enlisted Duty Preference Card (NAVPERS 1306/63 (Rev. 7-77)). In the Sea Preferences block, list 'new construction' and indicate the type of ship for which you are volunteering in the remarks section."

## Fireball

SIR: By now I am sure that a whole lot of former *Fireball* drivers have written to express their feelings about your response to PO2 D.E. Hess' letter in the September 1978 issue.

The Ryan *Fireball* was, of course, both a prop and a jet plane. The jet could, and did, provide thrust for flight while the "front" engine was shut down and feathered. So, any

of your explanations could have been true, but more likely the pilot was just having some fun with the folks who only had one sort of propulsion to motor them through the sky.

The *Fireball* flyers were a fun-loving lot



who had been known to shut down the fan in front and jet on by the conventional people causing a lot of "oh my gosh" and "gee whiz" from their airline brethren. They were not above pulling the same stunt on the VR folks either, as witnessed by this June 1947 photo in which a group of four *Fireballs* are motor-ing by a Naval Air Transport Service R-5D (C-54) with "all four feathered," the VRs, that is. Now, of course, NATOPS would preclude such activity, but nothing we now have flying could do that again anyway. All kidding aside, the guys that flew this early hybrid were among the finest. —J.R. Shackleton, PAO.

## Number of Ships?

SIR: As a long-time reader of your excellent publication, I have always enjoyed it and found it to have few errors. However, I question the historical answer in your October 1978 issue in "For the Navy Buff" regarding early steamship COs paying for their own coal.

The answer stated that, within one year of

the end of the Civil War, the Navy was reduced from 622 vessels to a paltry 30. According to the textbook *America's Maritime Heritage*, U.S. Naval Institute Press, 1975, which is used in the NJROTC program, the U.S. Navy fleet numbered almost 700 in 1866, was cut to 185 in 1871 and to 139 in 1881. It further states that by 1885 there were no more than 90 ships, with only 25 at sea.—CDR J.H. De Loach, USN(Ret.)

• *Upon rechecking our source and comparing it to other available references, we have found that you are correct—the Navy did have more than "a paltry 30 ships" immediately following the Civil War. Three of our sources list conflicting figures for various years during the Navy's doldrums, yet none cite the figure 30 until 1880. However, naval strength varied widely during that period depending on who was counting and, perhaps, the only true figure for any given period can be found in the Archives.*  
—ED.

## Reunions

• USS *Philadelphia* (CL 41)—Sixteenth reunion, September 1979, in New York City. Contact Frank Amoroso, 93 Dunbar St., Somerset, N.J. 08873.

• USS *Harding* (DD 625/DMS 28)—Reunion in Springfield, Ohio, July 12-15, 1979. Contact G.T. Watson, Box 13A, McDaniel, Md. 21647.

• USS *Chandeleur* (AV 10)—Reunion at Niagara Falls, N.Y., Aug. 3-5, 1979. Contact Kenneth E. Boyd, Route 4, Box 145, Culpepper, Va. 22701.

• USS *Chicago* (CA 29)—Proposing reunion of *Chicago*. Contact Donald C. Kramer, 41 Homestead Drive, Youngstown, Ohio 44512.

• USS *Ticonderoga* (CV/CVA/CVS 14)—Reunion in Charleston, S.C., May 3-6, 1979. Contact Ben C. Dantzler, Box 151, Ellmore, S.C. 29047.

• USS *Maryland* (BB 46)—Reunion July 26-29, 1979, in Atlanta, Ga. Contact Wm. C. Chick Jr., 5709 N. Holly, Kansas City, Mo. 64118.

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# Stern Shots

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Here are some of the more colorful terms once in common use by sailors but seldom used today. Just for fun, try matching the following with the appropriate meanings:

- |                        |                                             |
|------------------------|---------------------------------------------|
| 1. monkey drill        | A. spaces or gaps carelessly left unpainted |
| 2. spit kit            | B. Navy prison ashore                       |
| 3. prayer book         | C. corned beef in a tin                     |
| 4. stone frigate       | D. bread                                    |
| 5. Saint Nicholas      | E. retire and move ashore                   |
| 6. Jemmy Squaretoes    | F. a holystone                              |
| 7. canned Willie       | G. calisthenics                             |
| 8. cheese knife        | H. hand-operated sewing machine             |
| 9. hurdy gurdy         | I. officer's sword                          |
| 10. punk               | J. a seagoing cuspidor                      |
| 11. swallow the anchor | K. the patron saint of seamen               |
| 12. holidays           | L. the seafarer's name for the devil        |

Answers: A - 12, B - 4, C - 6, D - 10, E - 11, F - 3, G - 2, H - 9, I - 7, J - 8, K - 5, L - 1

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**Bloodsworth Island • see page 30**

# ALL HANDS



- Captain Joan Bynum-A matter of setting goals
- In this issue-The total housing picture

**FEBRUARY 1979**

59.05  
P416





*Seaman Gail Sedberry at the helm of a 36-foot LCPL in San Diego harbor. Sedberry is attached to Special Boat Group 12. Originally designated as "Higgins Boat" in World War II, current LCPLs are used as landing guide and control craft. (Photo by J. H. Scott.)*

# ALL HANDS

MAGAZINE OF THE U.S. NAVY — 56th YEAR OF PUBLICATION  
FEBRUARY 1979 NUMBER 745

Chief of Naval Operations: ADM Thomas B. Hayward  
Chief of Information: RADM David M. Cooney  
OIC Navy Internal Relations Act.: CAPT James E. Wentz

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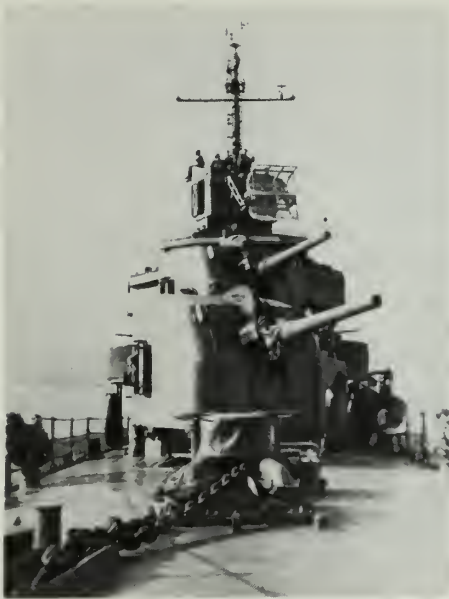
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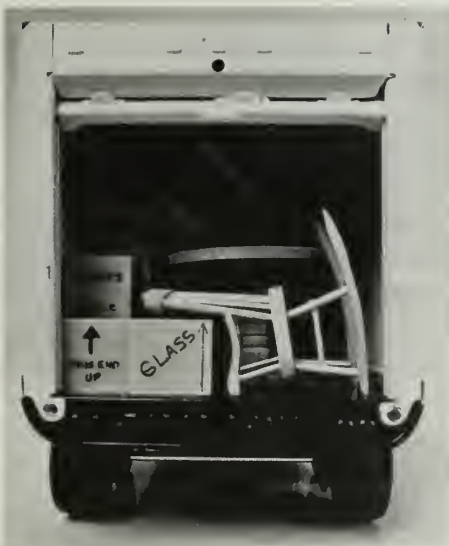
Front: CAPT Joan Bynum, NC, USN, pediatrics nurse at Yokosuka, Japan, is this month's cover subject. See page 14. Photo by JO1 Jerry Atchison.  
Back: Sailor aboard USS *William V. Pratt* (DDG 44) salutes ship carrying Venezuelan president during UNITAS XIX review. See page 33. Photo by PH2 Albert Matthews.

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# Currents

## **E-7 Advancement Authorizations**

**for Second Segment Released** ● More than 2,000 first class petty officers will be advanced to chief petty officers from March through August this year in the second segment of FY 79 E-7 advancement authorizations. Advancements will become effective on the 16th of the month: March, April, May, June, July: 367 each month; August: 388. Totals include active duty personnel and reservists, personnel in the Training and Administration of the Naval Reserve (TAR) program and canvasser recruiters.

## **Ninth and Fourteenth**

**Naval Districts Disestablished** ● Effective June 30, the Ninth and Fourteenth Naval Districts will be disestablished. The decision is the result of budgetary reductions and a congressional recommendation to reduce the number of naval district headquarters. The Ninth Naval District, headquartered at Great Lakes, Ill., is now the area coordinator for Navy matters in 13 Midwestern states. Those states will be redistributed among other naval districts after June 30, as follows: Kansas, Missouri, Iowa, Illinois, Minnesota and Wisconsin will be assigned to the Eighth Naval District, headquartered in New Orleans, La. Indiana and Michigan will become part of the Fourth Naval District, Philadelphia, Pa.; and Wyoming, Nebraska, South Dakota and North Dakota will be included in the Thirteenth Naval District. Colorado and New Mexico will become part of the Eleventh Naval District, headquartered in San Diego, Calif. New Mexico is now part of the Eighth Naval District. The area coordination role of the Fourteenth Naval District, which includes Hawaii and Midway Island, will be assumed by Commander in Chief, U.S. Pacific Fleet.

## **COMNAVAIRLANT Establishes**

**Silver Anchor Award – Announces Winners** ● COMNAVAIRLANT has announced the winners of the newly established Silver Anchor Award which recognizes positive retention efforts of NAVAIRLANT units. This annual award will be determined and awarded during the selection process for the coveted CINCLANTFLT Golden Anchor Award. The Golden Anchor, the highest award given to fleet commands, indicates the best in retention in the Atlantic Fleet. The Silver Anchor Award affords broader recognition and commends excellence in this critical and challenging area of retaining quality personnel in the Navy. Winners of the FY 78 COMNAVAIRLANT Silver Anchor Award are: RVAH-7; VA-34; VF-32; VA-66; VAW-124; NAS Key West; VC-2; VAQ-33; HSL-32; HS-5; VS-31; NAS Brunswick; NAF Lajes; VP-26; VP-49; USS *John F. Kennedy*; USS *America*; FASO Det Jacksonville; and NAS Guantanamo Bay.

## Submarine Squadron 16

**Withdraws from ROTA** ● Submarine Squadron 16 began moving from its homeport in Rota, Spain, on Jan. 1. The move is the result of the 1976 Treaty of Friendship and Cooperation between Spain and the U.S. and will be completed by July 1, this year. Submarine Squadron 16 is one of three squadrons of fleet ballistic missile submarines in the Atlantic Fleet and includes 10 submarines, the submarine tender USS *Canopus* (AS 34) and assorted service craft. After July 1, SUBRON 16 will be homeported in Kings Bay, Ga., with USS *Simon Lake* (AS 33). *Canopus* will be shifted to Charleston, S.C., where *Simon Lake* now is homeported. The 10 fleet ballistic missile submarines assigned to SUBRON 16 will refit in Kings Bay on a periodic basis in the same way they conducted refits in Rota.

## Commissary Store Shoppers

**Enjoy 20 Percent Savings** ● Shoppers at Navy commissaries continue to enjoy a better than 20 percent savings over commercial prices, with the greatest savings in produce and meats. In June, 15 commissaries took part in a survey where their prices were compared to local commercial prices on 85 "market basket" food products. The results showed an average savings of 21.3 percent to Navy commissary store customers. Savings compared to commercial stores were 34.3 percent for produce, 22.3 percent for meat and 19.2 percent for groceries. The commissary at NAS New Orleans, La., showed the greatest comparative savings with 24.3 percent. NAS Patuxent River, Md., with 23.3 percent was second and NAS Whiting Field, Fla., was third with 22.9 percent.

## Navy MEDEVACs Soviets

**Injured In Antarctic Plane Crash** ● Five Soviets injured in a plane crash at Molodezhnaya, the main Soviet station in Antarctica, were flown to a medical facility in New Zealand by an aircraft from the Navy's Antarctic Development Squadron Six (VXE 6) at McMurdo in December. Three Soviets were killed and 11 others injured in the crash of a Soviet transport on Jan. 2 during takeoff from Molodezhnaya, 1,825 miles from McMurdo. A message from the leader of the Soviet Antarctic expedition at Molodezhnaya requested assistance from the U.S. Naval Support Force at McMurdo to evacuate five of the more seriously injured Soviets. The five needed special attention for concussions, possible brain damage, fractures and lacerations received in the crash. Two refueling stops at the South Pole were required for a ski-equipped LC-130 *Hercules* aircraft to complete the 4,500-mile rescue mission. An interpreter from McMurdo told the Soviets to have the patients ready for boarding upon arrival in Molodezhnaya due to the critical fuel factor. The aircraft took off from McMurdo at 1:30 p.m. on Jan. 4 and was back at McMurdo on Jan. 5 at 7:15 a.m. Navy personnel at McMurdo volunteered to stand by at the station's dispensary to donate blood if needed. An hour later, the aircraft departed McMurdo for Dunedin, New Zealand, where neurosurgical facilities are available. This medical evacuation marks the second time in two years that the U.S. and the Soviet Union have coordinated a vital medical rescue operation of international scope.



## New SACLANT Cites

**Soviet Naval Threat** ● U.S. Navy Admiral Harry D. Train II, Supreme Allied Commander Atlantic, said during a visit to Oslo, Norway, recently that the most important problem he faced as SACLANT was having an insufficient number of ships with which to carry out his tasks. ADM Train, who is also Commander in Chief, U.S. Atlantic Fleet, described the numerical imbalance between the Soviet and the Warsaw Pact navies and the navies of the NATO Alliance as "a very serious problem." He said, "This is particularly true in the case of the Soviet submarine force." He explained that the Soviets already have "considerable numbers of submarines" and "are building a new nuclear attack submarine every six weeks." ADM Train believes the threat is increasing. "... It is important for us to bear in mind that numbers of ships are as important as the quality of the individual ships. There is no question that the quality of ships available to the alliance is good. But we need those ships in greater numbers." The admiral believes U.S. Navy aircraft carriers "provide a balance between our lesser numbers and the greater numbers possessed by the Soviets," but warned that "... It is important not to rely on the aircraft carrier as the sole capability that tips the maritime balance in our favor." He said this is "particularly true" since "several of our aircraft carriers in the United States are nearing the end of their useful lives. We will have to replace them or make do with fewer carriers in the future." ADM Train visited Norway as part of his first official calls to capitals of NATO nations since assuming his position as SACLANT on Oct. 2, 1978.

## Eligibility for SCORE

**Program Expanded** ● Eligibility for SCORE — Selected Conversion and Re-enlistment Program — has been modified to give those men and women serving in undermanned ratings an opportunity to change ratings. It works like this: personnel in career re-enlistment objectives (CREO) groups B and C may apply for SCORE if they seek transfer to an undermanned rating. In other words, conversions from B to A ratings, or from C to B or A ratings, may now be authorized. The current list of ratings by CREO groups as well as more information concerning the new policy are contained in change one to BUPERS Instruction 1133.25D.

## SECNAV Mess

**Awards Program Announced** ● Plans have been announced for the Secretary of the Navy Mess Awards Program for CY 78. The program, co-sponsored by the International Military Club Executives Association (IMCEA), recognizes the best open mess in each of five categories: officers, chief petty officers, petty officers, enlisted and consolidated. Winners selected in each category will have demonstrated outstanding service to their patrons, sound financial controls, and effective management throughout the year. Three messes in each category will be selected from nominations submitted by immediate superiors in command and major claimants. Commencing in March 1979, the SECNAV Mess Awards Committee will visit the commands and recommend finalists to the Secretary of the Navy. Awards will be presented to the winning managers at the annual IMCEA Conference in May 1979. Chief of Naval Personnel Message 141649Z of November 1978 provides detailed guidance.

## O'Bannon and Peleliu

**Christened** ● An unusual dual christening of a *Spruance*-class destroyer and a *Tarawa*-class amphibious assault ship took place in Pascagoula, Miss., on Jan. 6. *Peleliu* (LHA 5), the fifth and last *Tarawa*-class amphibious assault ship currently under construction, and *O'Bannon* (DD 987), the 25th of 30 *Spruance*-class destroyers, were christened in the dual ceremony. Mississippi Senator John C. Stennis, Chairman of the Senate Armed Services Committee, was principal speaker at the event. Admiral Thomas B. Hayward, Chief of Naval Operations, delivered the remarks at the *Peleliu* site, and General Robert H. Barrow, Assistant Commandant of the Marine Corps, spoke at the *O'Bannon* christening. Mrs. Thomas B. Hayward sponsored *Peleliu* and Mrs. Robert H. Barrow was the sponsor for *O'Bannon*. *Peleliu* is named to honor the World War II assault and capture of Peleliu, an island in the Palau group of the Caroline Islands. *O'Bannon* is the third ship to be named in honor of Marine Corps First Lieutenant Presley N. O'Bannon, a hero of the Barbary Wars. *Spruance*-class ships, the Navy's newest destroyers, are designed primarily for anti-submarine warfare, and operations with carrier strike groups and amphibious assault groups. *Tarawa*-class ships, the newest amphibious assault ships, are able to embark, deploy, and land a fully equipped Marine assault force by helicopter, landing craft, or a combination of the two.

## Enlisted Surface Warfare

**Specialist Program OK'd** ● A silver breast insignia, similar to the gold surface warfare officer pin, soon will be the mark of the enlisted surface warfare specialist (ESWS). The recently approved ESWS qualification program will give special recognition to enlisted sailors who acquire specific surface ship skills beyond that expected in the normal course of duty. The new silver breast insignia is now under development and will be available in Navy exchanges. It will look like a silver surface warfare officer insignia, except cutlasses will replace the swords. Details of the ESWS program will be included in a forthcoming OPNAV instruction. Some of the standards for participation are:

- Be a petty officer with at least 24 months' duty afloat in surface ships.
- Maintain an overall performance mark for the last 24 months of top 30 percent for CPOs and SUL (superior to most, lower) or 3.4 for all others.
- Demonstrate effective leadership and supervisory ability.
- Complete damage control, damage control petty officer, 3M system and repair party leader personnel qualification standards (PQS).
- Be qualified for those inport and underway watch stations to which personnel of the particular rating and paygrade would normally be assigned.
- Display general knowledge of the ship's overall mission, engineering plant capabilities, main battery and basic deck equipment during an oral quiz.
- Be recommended for ESWS by the chain of command and approved by the commanding officer.

Participation in the program is voluntary. Any petty officer, regardless of rating, who serves in a surface ship is eligible to participate. However, petty officers assigned ashore who have service record documentation showing ESWS standards have been met will have six months to apply for designation. After six months, qualification must be accomplished while embarked in a surface ship or afloat staff.



## Going three months

BY JOC MIKE McGOUGAN

When World War II ended, 250 crewmen crossed USS *Wilson*'s brow for the last time.

They trudged off to homes across America to pick up where they had left off when the war began. They were just cocky youngsters in their late teens or early 20s.

Three years later, USS *Wilson*, their unsinkable destroyer, was towed out into the Pacific near Kwajalein after participating in the Bikini atomic bomb test; unceremoniously, she was sunk as a target ship.

Although she rests today at the bottom of the Pacific, she has not been forgotten by her World War II crew. How could they forget 11 invasions, shooting down 12 planes, sinking an enemy submarine, rescuing fellow sailors from bombarded ships and plucking pilots from an inflamed sea?

No, they did not forget. Recently, after 33 years, 94 of them got together in Norfolk. They came from every corner of the nation and from all walks of life to remember a bygone era and to drink a toast to their "tin can."

When placed in commission on July 5, 1939, *Wilson* (DD 408) was the luxury ship of her type. Dark red linoleum covered the decks in large, airy living spaces. The mess decks featured individual places and table service for all hands. But, from 1942 to 1945, there was no luxury for *Wilson* and her crew when they engaged the enemy in the Pacific.

Time has changed many things. Once, the *Wilson*'s crewmen were featured in a *Life* magazine pictorial of sailors feted at a Hawaiian luau at war's

end. Today they're distinguished citizens serving prominently in communities across America.

Among *Wilson*'s destroyermen are dentists, doctors, a district judge, a con-

vention center builder and engineers in several fields. Some remained in the Navy to bolster the officer and enlisted ranks. *Wilson*'s captain from late 1943 to early 1944, Charles K. Duncan, rose



Above: *Wilson* crewmen board USS *Lawrence* (DDG 4) for a tour.

Right: World War II photo of USS *Wilson* (DD 408).

# without a “stop” bell

to four-star rank. Admiral Duncan was Supreme Allied Commander, Atlantic; Commander in Chief, Atlantic, and Commander in Chief, U.S. Atlantic Fleet before he retired from the Navy in October 1972.

*Wilson's* destroyermen remember that twice—once in late 1944 and again in the spring of 1945—the ship barely

*Wilson shipmates reminisce — L-R: Ed States, Harry Hruniak, Tom Stanton, Robert Gordon, Morris Wiederhold.*

escaped a fate some of its counterparts suffered—death at the hands of a Japanese kamikaze.

In the second incident, the suicide plane missed *Wilson* but a 250-pound bomb didn't. Three crewmen were blown over the side when the bomb's tail fuse exploded as it crashed through the destroyer's deck. The three were quickly recovered from the water. However, the tail fuse mechanism penetrated the *Wilson's* number three magazine, where the explosion set off four 5-inch

powder cases. Five crewmen were killed.

Luckily for the remainder of the *Wilson's* crew, the 250-pound bomb was a dud. If it had exploded, the ship may have bowed out of the war and no reunion would have been held 33 years later.

Plans for the reunion were begun in the summer of 1976 when one of the destroyermen, Julius Slaughter of Huntsville, Texas, visited Eddie Werner of Warren, Mich.

Slaughter and Werner each had a





# WILSON REUNION

couple of current addresses of *Wilson's* shipmates. They wrote to them asking for still more shipmates' addresses.

Like determined detectives, Slaughter and Werner sought every available clue. Relatives, former neighbors and postmasters were contacted in an effort to track down the remaining men. At last, over 100 current addresses were collected, and the renewal of friendships began.

Satisfied they had done their best to compile a complete muster of their shipmates, the two former machinist's mates began making formal preparations.

Finally the big weekend arrived. To bridge the gap, each *Wilson* destroyer-man wore a name tag with a World War II vintage photograph of himself so his shipmates could match his "then" and "now" face. It didn't take too long for old shipmates to become reacquainted.

Not all the three-day reunion was lighthearted. It was a particularly solemn group when Episcopal priest, the Rev. Joseph Koci of Haddonfield, N.J., a lieutenant who served as gunnery officer aboard *Wilson*, conducted a memorial service honoring deceased shipmates. As the crewmen and their wives bowed their heads in silence following a prayer, names of shipmates killed during the war or who have died since were remembered.

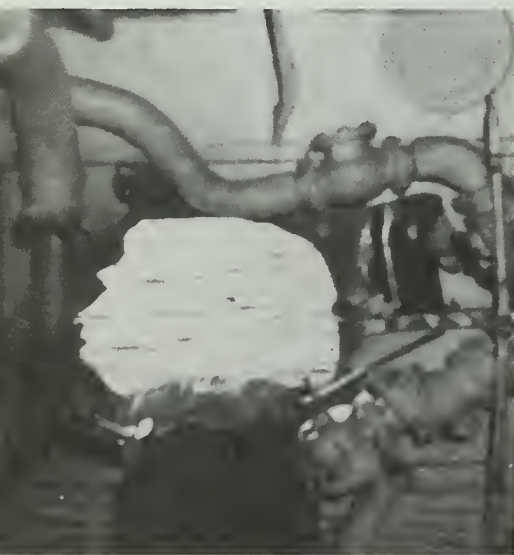
They remembered shipmates and they remembered their wartime life aboard *Wilson*. "It seems impossible that we could have survived for three years, virtually sleeping on top of each other, pulling duty four hours on and four off, going as long as three months without getting a "stop" bell, and enduring almost daily mental strain from combat situations—and still come out with any sanity at all," Werner said.

"I actually wore out a pair of shoes

without even setting foot on land," Slaughter added.

Robert Jackson of San Antonio, Texas, a radioman third class aboard *Wilson* and now retired from the Air Force, said the men survived because "there were no cliques aboard... We were all one team. We were doing every-

*Setting off depth charges during a sub attack was a daily routine for USS Wilson in 1944.*



*A 250-lb. bomb dud crashed through Wilson's deck and left a gaping hole in the hull (above).*



thing under the sun; I think we had more damn battle scars than any other ship, except the aircraft carrier *Enterprise*. We had to pull together or go under."

Jackson said today's military people are better trained and equipped than those during World War II. And, he added, the quality of food and the way of getting it to the people are much improved.

Jim Beuke, a ship's cook second class aboard *Wilson* and now a butcher in Washington, Mo., agreed. "I can remember feeding the crew beans and cornbread or Spam and rice three meals a day for weeks at a time," he said.

Joe Sigman of Vancouver, Wash., a fireman first class aboard *Wilson*, recalled one close call the ship had with a kamikaze.

"It was December 1944 and we were alongside another destroyer off Mindoro in the Philippines," he said. "We were getting ready to go to general quarters when a kamikaze came over a hill and dove for us. Our executive officer—I think his name was Mayfield—gave a hard left rudder and full speed ahead. He turned the ship sideways, away from the other destroyer. The kamikaze consequently dove into the other destroyer amidships and many of the men aboard were killed."

*Wilson* was credited with shooting down 12 enemy planes. The destroyer also shot down one American plane. The crewmen recalled that the incident occurred near Truk Island during the "Marianas Turkey Shoot" in June 1944, when the Japanese sent 500 of their best pilots in an aerial assault on the American fleet. According to several crewmen, a Japanese kamikaze made a run and the destroyer took it under fire with most of her guns. As the Japanese plane dove toward the *Wilson*, it was chased by an American plane, a *Wildcat*, which followed close on the kamikaze's tail with all guns blazing.

Although *Wilson* brought the Japanese plane down, the destroyer also unintentionally caught the closely pursuing *Wildcat* with its gunfire. It was a happy ending for the American pilot and the ship's crew, however, as the destroyer raced to rescue the aviator after he had ditched.

"While we fought hard, we played hard," Slaughter said. "You must remember we were only a bunch of young boys. One of our skippers was only 27. With this age group, more than the usual number of pranks and tomfoolery took place."

When former Seaman Claude Mills of Swannanoa, N.C., greeted his ship-

mates at the reunion he asked: "Was I worth two sacks of rice?" His shipmates answered that "yes" he was.

Mills, now an industrial mechanic for the Defense Construction Supply Center in North Carolina, and then-Carpenter Third Class Bill Flowers of Columbus, Ohio, decided to jump ship in the Philippines and join the Filipino guerrillas.

Mills and Flowers improvised a raft using five empty powder holders (waterproof metal containers) and swam to shore late one December night in 1944. They were taken to Tacloban on the island of Leyte. "They didn't have a place to put us," Mills said, "so they took an enemy prisoner out of jail and put us in it. When the Filipinos found out who we were, they contacted *Wilson* and negotiated for our release. The guerrillas agreed to turn us back over to *Wilson* if the ship would give them two 200-pound sacks of rice. The ship agreed and we were exchanged for two sacks of rice."

When they got back to the ship they were greeted by a one-week confinement in the destroyer's carpenter shop.

As the war came to an end, *Wilson* went from island to island in the Iwo Jima chain accepting surrenders from the Japanese entrenched there.

James F. ("Jimmy") Keene of Fort Pierce, Fla., a machinist's mate first class, was one of the last original crew members aboard before it was used as a test ship in the Bikini atomic bomb test.

"Most of the postwar crew did not know her like I did," Keene said. "I knew her inside out, so the new skipper relied quite a bit on me. The night before the Bikini test, the captain gave me the run of the ship. He told me: 'The ship is yours, you have the conn.' I slept in the captain's bed that night and the next day I got *Wilson* under way for the last time."

It won't be the last time *Wilson*'s crew have a chance to toast their "tin can" or swap sea stories about her. "The reunion was so successful," Slaughter said, "that we decided not to wait another 33 years. We plan to meet again in three years at Lake Tahoe." ↓

*Some members of Wilson's crew — as they were back then.*





## He knew where to put Colorado

There is one Japanese pilot *Wilson* crewman Marvin Lederman will never forget. Lederman, the builder and former owner of one of Denver's convention centers, recalled that *Wilson* shot down three Japanese bombers the night of March 31-April 1, 1945, near Okinawa. The following morning a pilot from one of the downed bombers was found floating in the sea, alive but unconscious. Lederman, a radioman third class, was one of several crewmen assigned to guard the prisoner during the next four days.

"During the four days we had the pilot aboard *Wilson*, I was able to converse with him using sign language," Lederman said. "He knew a little English, but I didn't know any Japanese. But he knew about our country. When I told him I was from Colorado, he drew a map of the United States, almost perfect, and then put Colorado's map inside the United States. Inside that map of Colorado he put a cowboy on a horse and asked, 'That you?' I said, 'That's me.' His name was Ariama."

The two men exchanged addresses and agreed that after the war each would contact the other, should the opportunity arise.

Fifteen years after the war, Lederman and his wife were in Japan. They tried to find the pilot in Kyoto, his hometown, but a man told them that the address they had was incomplete. The man suggested they contact a Japanese newspaper and ask for help in locating Ariama.



After reading a newspaper article about Lederman's search, the Ariama family contacted the Ledermans.

"The next day Ariama's two brothers and a sister came to see me," Lederman said. "However, the pilot was not with them. They explained he had died five years after the war as a result of his war wounds.

"More reporters came," Lederman said, "and the story got kinda blown up. But this is the interesting part about it. One reporter was very upset about the whole situation. I asked why this reporter seemed to be angry. An interpreter told me the reporter felt that Ariama—and his family—were getting too much attention for a guy who was a prisoner.

"I said, 'Hey, let me correct this. That

man was not taken a prisoner voluntarily. He was unconscious and had no idea he was being taken prisoner... or perhaps he wouldn't have allowed it. Not only that, he was one helluva pilot. This guy made several strafing runs on our ship, dropping bombs very close, but we were just a little bit too quick for him and shot him down. Otherwise, he wouldn't have been a prisoner.'

"This made the Ariama family very happy," Lederman said. "They started to rejoice, laughing and crying at the same time. The next day, to show their appreciation, the Ariama family brought us a beautiful Japanese porcelain doll. We still have that doll." ↓

*Japanese bomber pilot Ariama (left and below) on Wilson after his plane was shot down.*



## P-3 Crew Recovery

# Destination Yokota

BY JO1 GARY L. MARTIN

A crowd gathers and camera lights cut through the misty night. An Air Force C-141 *Starlifter* lumbers off the runway toward the receiving area. A voice is heard, "Thank God, they're back."

Aboard the *Starlifter* are the 10 survivors and the bodies of three crewmen of a Navy P-3 patrol plane that ditched in the northern Pacific Ocean in late October, because of a crucial propeller failure and multiple fires in the engine, during a patrol. Two other crewmen were missing and presumed dead.

The stop at Yokota Air Force Base in

Japan would be for two days only, while survivors received physical examinations, administrative processing and a chance to pull their thoughts together before going home to their families in the states.

The base was a welcome sight after spending 12 hours on a rubber raft in the cold ocean, two days on the Soviet trawler that picked them up and four days in Russian hospitals.

After the C-141 aircraft stopped, a large cargo hatch at the rear opened to reveal three, flag-draped caskets. A Marine Corps honor guard rendered full military honors as the caskets were transferred to waiting hearses.

When the transfer was complete, the silence was broken as the surviving crew members appeared at the hatch. The waiting crowd broke into cheers. The welcoming party included Lieutenant General George G. Loving Jr., Commander U.S. Forces, Japan, and Rear Admiral Lando W. Zech Jr., Commander U.S. Naval Forces, Japan.

After a brief statement by the P-3 pilot, Lieutenant Edward Caylor, the crew members were taken to the base hospital. (→)

*Surviving crewmen of the Navy P-3 patrol plane that ditched in the Pacific are greeted at Yokota AFB upon their arrival.*







Once at the hospital, the men were on telephones calling family and friends in the states. As they completed their calls, an atmosphere of relief could be felt emerging from the group.

The crew then went to the hospital dining room for a steak dinner with all the trimmings. Although they had eaten well in the Soviet Union, a good, old-fashioned American meal was what they needed to make them feel at home.

Each survivor was in excellent health and spirits, and physical exams early the next morning confirmed their health status. One crewman said, "We received good medical care while we were in the Soviet Union. They did everything they could to make us comfortable.

"The only thing that surprised me were the facilities. They are not as modern as I expected, but the dental facility seemed up to date.

One of the younger crew members did admit that the ditching was frightening.

"We were strapped in our seats," he said. "We knew we were going down and were waiting for it to happen. I had a seat next to a window and kept looking at it from the corner of my eye. All of a sudden we hit the water and all I saw out the window was white.

"I remember bouncing twice, but the other guys said we hit three times. When we stopped, there was fire and smoke. There wasn't any water in my area until I opened the hatch. I really couldn't say how long it took for the plane to sink, but I bet it was only a couple of minutes."

He spent the next 12 hours on the rubber raft being sick from swallowing some fuel. The water was about 40 degrees F and the waves were high.

They were picked up by the Soviet fishing vessel *Senyavina* and were on the trawler for two days until she docked at the Siberian port of Petropavlovsk. Everyone agreed that the

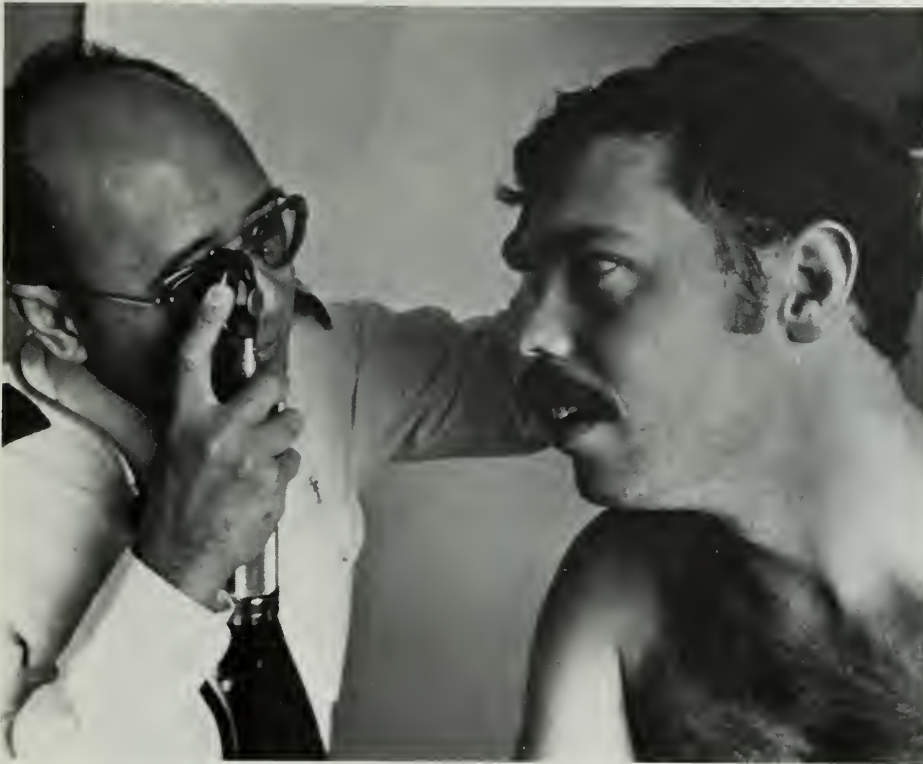
*Crewmen of the P-3 held a press conference at NAS Moffett Field, Calif. — (l-r) AOAN D. Reynolds, AX3 H. Moore, LTJG B. Forshay, LTJG J. Gibbons, and LT. E. Caylor talked about their 12 hours on a rubber raft, two days on a Soviet trawler, and four days in Russian hospitals.*

Russian officials and hospital staff members were very friendly.

"At first I was a little suspicious, but I found the Russian people to be just as friendly as anyone else, and it seemed genuine to me," one man said.

He also pointed out that the Russian diet is a little different. There is much more starch in Russian diets. Several found it a bit difficult to eat sour cream in the morning and one crew member put a lot of sugar in it, trying to convince himself it was yogurt.

After two days in the hospital at



Petropavlovsk, the men were transferred at night to Khabarovsk, a major Soviet city in the Far East. They left Khabarovsk on Japan Air Lines' weekly flight and flew to Niigata Airport on Honshu. From there they took the *Star-lifter* to Yokota.

The flight to Yokota was quiet. One man said that when the plane landed and he stepped out to the welcoming cheers, he could only think about the three who had died. ↓

*Left: Each crew member received physical examinations at Yokota. All were found in good health. Below: The U.S. Marine Honor Guard rendered full military honors for the three crash victims.*





# Captain Joan Bynum...



## A matter of setting goals

STORY BY JO1 JERRY ACTHISON  
PHOTOS BY JO1 JERRY ACTHISON  
AND JO1 GARY MARTIN

Language experts tell us certain Polynesian people have many different words for our single word "ocean." That's because the ocean—with all its subtle forms shaped by the weather is the dominant element in their lives.

Captain Joan Bynum also has a single word that is dominant in her life. But it is a word that has many definitions in her personal experiences.

CAPT Bynum's word is "pride": pride in being a woman, a nurse, black and a Navy captain. The roots of her pride, by the way, make her a "first" in the Navy. Last year, she became the Navy's first black woman captain.

She considers her "first," though, merely an interesting aside that landed her in Navy record books, but really says little of herself, her profession and the Navy. And those are subjects for which she feels quite strongly.

While on leave from her job, recently, as Assistant Director of Nursing at Naval Regional Medical Center Yokosuka, Japan, CAPT Bynum was at her



mother's Gary, Ind., home; she talked of one black woman's experiences in the Navy.

"During World War II, when I was 9 or 10 years old, my uncle was a first class petty officer in the Navy. He would write and tell us about his ship, the people he worked with and his job. He really liked the Navy and would send us pictures of his buddies and the WAVES he knew.

"From then on, that became my goal: to join the Navy when I grew up," she said.

That goal became one of many the captain was to set for herself through the years—goals that once set were later attained. She believes setting goals and then going after them are the only way

anybody will succeed, even a 9-year-old girl from Gary.

In short order, she went to college, received a Bachelor of Science degree in nursing, passed her state licensing board examinations and joined the Navy.

She says of those early Navy years, first at San Diego then at Great Lakes, that the Navy gave her a chance to mature, to figure out just what it was she wanted to do with her life and how she would do it.

"When I first joined, I felt a little bit homesick. I thought about getting out after my two years and going on to graduate school. But then I got orders to Great Lakes, near my home, and I grew up just a bit more. I decided I didn't

*CAPT Joan Bynum, a dedicated nurse who considers her "first" to be merely an interesting aside that landed her in the Navy record books. At right: CAPT Bynum relaxes with her mother at her mother's home in Gary, Ind.*







have to get out, go home and go to school. So I stayed and suddenly the years just rolled by...."

As it turned out, she got her graduate school anyhow, thanks to the Navy. She applied for one of the Navy scholarships in graduate training and was accepted. She then enrolled in a pediatric nursing program at Indiana University with the Navy paying her tuition, fees and, of course, her salary as a Navy nurse.

Those early years were not all easy, though. The subject of discrimination is brought up and CAPT Bynum is quick to respond.

"There was a kind of institutional discrimination against women then. Women couldn't have dependents under 18. So if you wanted to get married and have a family, the military wasn't the place for you. That caused women—both black and white—to leave the Navy.

"But that's all changed now and if you want to have a family that's great. There's a place for you and your family in the Navy. And that's one reason why—particularly in the Nurse Corps—you see more and more women staying in beyond their initial two-year or so obligation."

What of discrimination?

"I've been very lucky in that respect. In medicine and nursing you tend to see people as people, nothing more or less. Their skin color or religious preference has nothing to do with healing them.

"Today, the main thing is to convince people we've grown beyond the stage of setting quotas for minorities. Now we need to get the message across that we're looking for people who can produce, people with ability regardless of their skin color."

At Yokosuka, CAPT Bynum's days are spent scheduling staff working hours and performing administrative functions. It takes her away from patient care on the wards (which she regrets) but also includes her biggest and most rewarding job: teaching and counseling those on her staff.

"One of my jobs is teaching our corpsmen, particularly those just out of 'A' school who still have a lot to learn.

"I teach them those little tricks that take years to develop; things like how to do things a little bit easier or a little bit faster."

Of her counseling role, CAPT Bynum says she encourages nurses and corpsmen to do as she does: first set goals and then go after them. Her method has



worked for her and can work for others for a variety of reasons.

"It's important you start today's young people—even while in grade school—at setting goals. Then they've something to work at and look forward to," she said.

"Say you decide you want to be a nurse when you're very young. Now it doesn't necessarily mean that you've got to be that nurse when you grow up. But at least you've got something to work towards.

"It makes the time fly. It makes your studying just a little bit easier to take because you're studying for a reason and not just to be studying to get out of school."

For those people who can't set goals because they're not sure what they want to do, CAPT Bynum has a suggestion.

"When young people come to me and say they're not really sure what they want to do, I say consider the military because you'll get a chance to mature and to think about your future without rushing into anything you're going to be unhappy with.

"In addition, you can go to school in the military which is another enticement for young people. They get the chance to go to school on their off-duty time (in addition to formal Navy schools) with the Navy often paying up to 60 percent of their tuition for that training.

"So the military offers educational benefits or a chance to go to school while learning a particular trade. During all this, you get paid, have a place to stay and live in an environment that produces a special kind of closeness.

"It's not like you're with your real family but with your Navy family—and that makes for a good place to mature—you make some decisions and come up with what you want to do with your life. That's a whole lot better than being just 'out there' drifting around.

"As for my corpsmen who come to me and say they've not made up their minds, I encourage them to stay in and many do so. I have had corpsmen who came to me with this decision to make who are now Navy chiefs, MSC (Medical Service Corps) officers and even Navy doctors. That's a great reward for me."

CAPT Bynum also tells people that the military helps a person develop self-discipline, a trait she already had when she entered the Navy because, "Although you have to develop disci-





pline, I didn't have any problems because I went to a Catholic school and—with no disrespect to the nuns—they *do* have their ways of disciplining.”

But if goal setting was the only key to her success, there'd be a whole lot more Navy captains than there are. Instead, she credits her selection, for a rank so few achieve, to the people she has worked with and for throughout her Navy career.

“I think the real reason I am a captain today is I've had the ability to get along with my corpsmen. They have enjoyed working with and for me, and I have enjoyed working with them. I think that showed in my work and, as a result, I ended up with some pretty good evaluations.”

Enjoying both her work and the people are traits that have come easily to CAPT Bynum. It is so, she says, because of the high caliber of people found in Navy medicine.

“Since we've got a group of pretty smart people in the Navy, professionalism is high. It's also high because the



*CAPT Bynum looks over the wares of a street vendor. Left: Selecting material in a tailor shop.*



Navy expects their nurses, for example, also to be leaders. So if you are a nurse and a naval officer that means you have an example to set. That's definitely an advantage over civilian nursing where, if you are a charge nurse, that's probably all you do.

“A Navy charge nurse might be responsible for one ward, but she also rotates through a period where she has to do supervision. So from the beginning we're building leadership principles in our nurses.

“Navy nurse training is also broader, primarily because of your rotation. In civilian nursing, you may get to work in one area of nursing or medicine and you stay there. You might work medicine for awhile, or surgery, or pediatrics or the operating room.

“In fact, I chose pediatrics as my specialty after rotating through practically



every phase of nursing. So even though I am a pediatric nurse, I would feel comfortable in any phase of nursing. That's true of most Navy nurses who've been around awhile."

A Navy nurse's ability to adapt to the situation explains, at least in part, why CAPT Bynum would enjoy serving aboard ship.

"We're not apprehensive about going into something new. I would like to go to sea so I could go into the different ports they visit. As a nurse it wouldn't be any different for me. I'd just go into the sick bay and work with the corpsmen and doctors there."

But, since the Navy presently has no sea going billets for senior Navy nurses, she's not likely to get that chance. While she's returned to a personal note, though, CAPT Bynum says her Navy

experiences have not only contributed to her professional growth, but to her outlook on human relations as well.

"The Navy has been helpful to me in improving and increasing my human relations skills because of the moving-around nature of the military. I have been forced to come in contact with people from other countries. I think I'm probably more sociable than I would ordinarily be if I hadn't been forced into such contact."

Today, CAPT Joan Bynum represents the best of women in the Navy. While being black is one source of her pride, she makes it clear it is secondary to her being a woman of ability—a woman who knew what she wanted in life, went after it and, most importantly, has had a thoroughly enjoyable time along the way.

No, CAPT Bynum is not one of those who treat the word "pride" as a trite expression. Rather, she's one of many these days who are lending broader—and more credible—definitions to the word. That's why the Navy values her efforts no less than she values her career as a Navy nurse. ↓

*Below: CAPT Bynum enjoys working with her corpsmen and nurses. Right: She is a member of the Catholic choir at the base chapel and enjoys golf in her free time. Below, right: Japan's modern and efficient transportation makes shopping trips a pleasure.*







# Bearings

## New Ejection Seat

Ejection from an aircraft flying upside down at 50 feet above the deck is a situation every pilot hopes to avoid—especially since the survival rate for Navy ejections is just under 80 percent.

In addition, if a pilot has to eject over water, he has to contend with extricating himself from his parachute—a difficult task in rough seas; impossible if the pilot is unconscious. According to the Navy Safety Center, between 1969 and 1976, 59 out of 387 aviators who ejected

over water drowned because they were unable to free themselves from their parachutes.

The Navy, aware of the ejection system and parachute dangers, is constantly re-evaluating and testing equipment that will help save pilots and crewmen who have to abandon their aircraft.

The Naval Weapons Center at China Lake, Calif., is currently testing a new ejection system called the vertical-seeking ejection seat (VSS).

During recent testing, an upside-

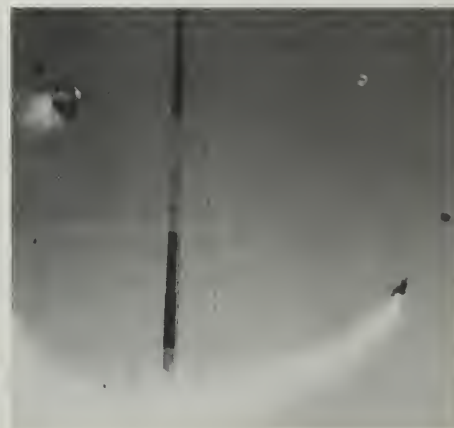
down cockpit was suspended 100 feet above the ground. The seat, carrying a dummy, was ejected earthward. After traveling straight down less than 45 feet, the seat reversed direction and carried the dummy crew member skyward, and then parachuted it safely to the ground.

The test demonstrated that the VSS will recover a pilot from a low altitude. Equally important, it showed that safe ejections will be possible from an aircraft that is rolled 90 degrees, even when the lower wingtip is just above the ground.

Another benefit of VSS is the elimination of severe neck and back injuries caused by rapid parachute openings. The altitude-gaining feature of the VSS and the relatively long period of stabilized flight permits a delay in the opening of the chute.

As the Navy continues to test and perfect the VSS, engineers at Vought Corporation in Dallas, Texas, are preparing for tests on a new safety device designed to protect Navy pilots once they are downed at sea.

The new safety device, called SEAPAC (Sea Activated Parachute Automatic Crew Release), is designed to free a downed pilot automatically from his parachute harness upon immersion in saltwater. Within one and one-half to two seconds after the SEAPAC units



are submerged, the parachute release fitting opens, preventing the pilot from being dragged through the water by his parachute. SEAPAC will be tested under several harsh environmental conditions such as shock vibration, humidity, rain, salt, fog, sand and dust.

The Vought tests will be followed by a Navy test program, and by late 1979 the Navy will begin fitting all its A-7 aircraft with SEAPAC. Eventually all aircraft that have ejection seats will be equipped with the escape mechanism. Actual incorporation of the device will be done by Navy personnel at naval air stations and on aircraft carriers.

Although Navy pilots will continue to face the hazards of their profession, VSS and SEAPAC will enhance their chances of survival if it becomes necessary to abandon their aircraft.

## Run-a-Thon

Running 138 miles over roads built by the Roman Empire nearly 1,900 years ago, U.S. Marines from NATO's Allied Southern Europe (AFSOUTH)

headquarters at Naples carried an age-old message, "We care."

Thirteen Marines, running in the two-day, AFSOUTH, Naples to Rome Run-a-Thon, raised \$3,000 in pledges for an Italian boys' orphanage, The House of Disabled People, located near Naples.

Sergeant Ronald J. Rohrbach, who admits to having a "soft heart" for children, originated the idea for the Run-a-Thon. "I wanted to help children who are less fortunate than we," he said. "They can't run and we can."

The runners were accompanied by Chief Hospital Corpsman Jerry Turner and escorted through the historic countryside by Italian *carabinieri*.

After they reached Rome, the runners went to Saint Peter's Square, where Father Dennis Volmi, representing the Vatican Secretary of State, congratulated the Marines and gave them a personal tour of the Vatican.

The founder of the orphanage for handicapped boys, Father Santo Longo, said the \$3,000 raised by the Marines will enlarge his facility.

## Just Another Night

Responding recently to a call for help from the town of Starke, Fla., firemen from Naval Air Station Cecil Field raced 35 miles through the night to reach a blaze that threatened to destroy a petroleum tank farm.

Dressed in aluminized crash firefighting suits, the Cecil Field firefighters, including some who were off duty at the time, arrived on the scene with two MB-5 crash trucks and immediately set about organizing other responding fire departments.

Under constant threat of more explosions from heated liquid petroleum storage tanks, the firemen advanced to within 12 feet of the roaring flames. They attacked the blaze with a chemical solution invented by the Naval Research Laboratory for fighting liquid petroleum (LP) fires. Using techniques they had learned at propane school, run by the Florida Gas Co., they brought the fire under control in about 20 minutes.

A one-mile area around the liquid petroleum tanks had been cleared by police. When the blaze was extinguished, the area was found to be littered with debris from exploding gas cylinders.

"We found one gas cylinder 2,000 feet away. The tops had blown off small gas cylinders like rockets," fireman Billy Lloyd said. Some cylinders went through windows and one left a hole in a curb. Damaged were an 18,000- and a 30,000-gallon tank, a small building, a tractor-trailer and about 125 gas cylinders.

The Cecil Field firemen remained at the scene for about two hours to make sure the tanks had cooled. Their work done, one fireman said, "It was just another night for us." —ENS L. Rutledge







# Navy Rights & Benefits

## PCS Transfers and Housing Picture

*In the Navy, transfers are inevitable. However, just knowing the transfer will come won't make the move any easier. What will make it easier is knowing what information you need, where to get the info and what the Navy's policy is regarding PCS moves and housing.*

*This third presentation in the All Hands series on Navy Rights and Benefits discusses those specific topics. It gives you tips on renting, signing a lease, buying a home, and borrowing mortgage money. It also lists Navy Lodges you can use when you're involved in a PCS move.*

*The help you get in moving, plus all the legal advice (free), is a significant part of the Navy family's total benefit package.*

★ ★ ★

Executing permanent change of station (PCS) orders and finding affordable housing at your new duty station can be one of the most complex and disrupt-

tive times in your Navy life—but it doesn't have to be.

There are a number of things you should know, steps you should take and responsibilities you should be aware of to guarantee a smooth and trouble-free transition to your new duty station. Let's begin with the move.

### Moving Your Household Goods

Moving people and their household goods is a complex business. It involves knowledge of contracts with commercial carriers, varying entitlements, regulations and charges. Therefore, the first and most important step to take when arranging your household goods' shipment is, go to the expert—your command's Personal Property Transportation Officer (PPTO)—for the facts.

Each branch of the armed forces operates Personal Property Transportation Offices—in some cases it might

be a jointly staffed office. Regardless of which branch serves you, you will have experts working for you.

Upon receipt of orders, immediately make an appointment with the PPTO. The more time you give yourself and the PPTO to arrange your move, the smoother it will go. Waiting until the last few days before departure may prevent moving on the date of your choice. This is particularly true during the summer months, when most moves—civilian as well as military—take place.

### Time Limits

It's especially important to remember that personnel assigned to overseas duty stations, and those retiring or being released from active duty, may have different options open to them and, therefore, should consult the nearest PPTO for details.

Since moving affects the entire family, both you and your spouse should attend the interview with the PPTO. This is especially true when the member with orders must leave for a new duty station before dependents can be moved. In addition, when it comes to asking questions, two heads are better than one.

You must bring to the interview at least four copies of your orders for each shipment you intend to make. For example, if you plan to ship household goods and unaccompanied baggage, you will need at least eight copies of your orders.

If you cannot personally visit the PPTO, your spouse or someone else can act as your agent. As such, your agent must have written permission from you to act in your behalf in arranging shipment of your personal property. A power of attorney is the preferred document.

When you arrive at the PPTO, you will be interviewed by a personal property counselor and required to fill out the appropriate forms. The forms pertaining to shipment and storage of your personal property are very important. If filled out incorrectly, your shipment could be delayed.

During the interview, you will select a packing and pickup date, and a required delivery date at destination; you'll be given a copy of each document prepared during the interview; and you'll be afforded ample time to ask questions. If you know the answers *before* your move is made, chances are no unpleasant or costly surprises will be waiting at your new duty station. Therefore, you should discuss the following topics.

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### What Can I Ship?

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You can ship items considered to be household goods. They include furniture and furnishings, or equipment; clothing; unaccompanied baggage; personal effects; professional books, papers and equipment and all other per-

sonal property associated with your home and yourself.

You can also include *small* spare parts for your privately owned vehicle—extra tires and wheels, tire chains, tools, battery chargers, accessories, and the like.

Certain items such as live plants, perishable foods, alcoholic beverages, aerosol cans, and flammables and acids are *not authorized as personal property* for shipment. Your personal property counselor will provide you with a complete list of unauthorized items.

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### Are There Weight Limitations?

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Two factors govern the weight allowance of household goods and personal property you can ship at government

expense: your paygrade and the location of your new duty station. Some items—professional books, papers and equipment which you use on the job—are not counted as part of your personal property weight allowance. However, you must separate these items so that the movers can weigh, pack and mark them individually to preclude their being charged against your authorized allowance.

Items which are required by you and your family right up to moving day, and needed immediately upon arrival at your destination are considered unaccompanied baggage.

In general, the following kinds of items may be included: clothing, linens, dishes, cooking utensils and articles needed for the care and comfort of an



\* FIGMO — Finally I Got My Orders



# Navy Rights & Benefits

TABLE OF NET WEIGHT ALLOWANCES (POUNDS)

| Rank or Rate                                                                                                                 | Temporary<br>change of<br>station<br>weight<br>allowance | Permanent<br>change of<br>station<br>weight<br>allowance |
|------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|----------------------------------------------------------|
| Admiral .....                                                                                                                | 2,000                                                    | 24,000                                                   |
| Vice admiral .....                                                                                                           | 1,500                                                    | 18,000                                                   |
| Rear admiral (upper half) .....                                                                                              | 1,000                                                    | 14,500                                                   |
| Rear admiral (lower half) and commodore .....                                                                                | 1,000                                                    | 13,500                                                   |
| Captain .....                                                                                                                | 800                                                      | 13,500                                                   |
| Commander .....                                                                                                              | 800                                                      | 13,000                                                   |
| Lieutenant commander and warrant officer<br>(W-4 paygrade) .....                                                             | 800                                                      | 12,000                                                   |
| Lieutenant and warrant officer<br>(W-3 paygrade) .....                                                                       | 600                                                      | 11,000                                                   |
| Lieutenant (junior grade) and warrant officer<br>(W-2 paygrade) .....                                                        | 600                                                      | 10,000                                                   |
| Ensign, officer graduate of USNA, officer<br>graduate of the Coast Guard Academy<br>and warrant officer (W-1 paygrade) ..... | 600                                                      | 9,500                                                    |
| Enlisted personnel:                                                                                                          |                                                          |                                                          |
| E-9 .....                                                                                                                    | 600                                                      | 9,500                                                    |
| E-8 .....                                                                                                                    | 500                                                      | 9,000                                                    |
| E-7 .....                                                                                                                    | 400                                                      | 8,500                                                    |
| E-6 .....                                                                                                                    | 400                                                      | 8,000                                                    |
| E-5 .....                                                                                                                    | 400                                                      | 7,000                                                    |
| E-4 (with over 2 years' service) .....                                                                                       | 400                                                      | 7,000                                                    |
| E-4, E-3, E-2 and E-1 with 2 years' service<br>or less .....                                                                 | 225                                                      | 1,500*                                                   |
| USNA midshipman .....                                                                                                        | 225                                                      | 225                                                      |
| Aviation cadet .....                                                                                                         | 400                                                      | 400                                                      |

\*Overseas only.

infant dependent; small radios and tape recorders, portable sewing machines, portable televisions, portable phonographs and similar items; other articles necessary for your family's health and comfort; and professional books, papers and equipment urgently needed in the performance of your official duties.

Remember, however, that although these items may be packed and shipped separately from your household goods' shipment, with the exception of professional equipment, they are still charged against your total prescribed weight allowance.

## Number of Shipments

The personal property counselor will explain the number of shipments and place or places you are entitled to ship

from and to after reviewing your orders. Normally, you can make a shipment of your household goods and, particularly in the case of overseas transfers, an unaccompanied baggage shipment.

## Storage of Property

The government will pay for two types of storage—temporary and non-temporary storage.

Temporary storage up to 90 days is authorized in connection with a shipment of PCS weight allowance of household goods. An additional 90 days may be granted, providing it is properly requested and justified. In no case can temporary storage exceed 180 days.

Non-temporary storage is generally for a longer period of time and is usually authorized only with certain types of

orders. Your counselor will tell you if you're entitled to this type of storage.

## Shipment of Cars

The government usually assumes the expense of shipping your personal vehicle from a port near your old duty station to a port near your new duty station.

Some overseas locations have entry requirements on vehicles. Check with your PPTO for details.

After your interview, the PPTO will make all the arrangements with the



moving company to pack, load and move your property. But your job doesn't end with the interview—it's important that you know both your own and the carrier's responsibilities in handling and moving your property.

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### You and the Packers

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Dismantle TV antennas and outdoor play equipment such as swing sets; disconnect and remove window air conditioners; disconnect all major appliances; dispose of perishable foodstuffs, opened food containers which might spill or spoil, and worn-out or no-

longer-wanted articles (this includes, of course, emptying, defrosting and cleaning your refrigerator and freezer); segregate high-value or easily pilferable articles you intend to carry with you, or those to be inventoried and packed separately, and remove all pictures and mirrors from the walls.

Once again, your PPTO will provide you with a specific list of your responsibilities during the packing, inventory and loading process. Some important things to remember are:

- Do not pack anything yourself, unless you are willing to assume the responsibility for any damage that may

result from an improper packing job.

- Don't sign the inventory or any other document not completely filled in. Verify the number of cartons the carrier claims to have used, and verify that all stated services actually have been performed.

- Never argue with the packers or movers; call the PPTO. As the government's representative, the PPTO has the expertise and the legal authority to examine and, usually, solve any problems that may arise during the move.

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### The Carrier's Responsibilities

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The carrier's responsibilities are spelled out in the signed contract. Therefore, it is to both your own and the government's advantage to see that each duty is fully carried out. Since the list is long and specific, be sure to obtain a copy from the PPTO.

After the move, if it was made within the continental United States, fill out the form evaluating the carrier's performance (MT Form 235). Within 10 days of completing the move, you should return the form to the destination PPTO. This form grades the performance and is used in awarding future government moving contracts to that commercial carrier.

Each move is different and you will undoubtedly have other specific questions about your shipment. Chances are good that your personal property counselor will answer questions you never thought to ask.

Moving is a specialized—and costly—business. That's why each of the military services has hired and trained experts in the field. That's also why you should turn to those experts for help in making a successful move.

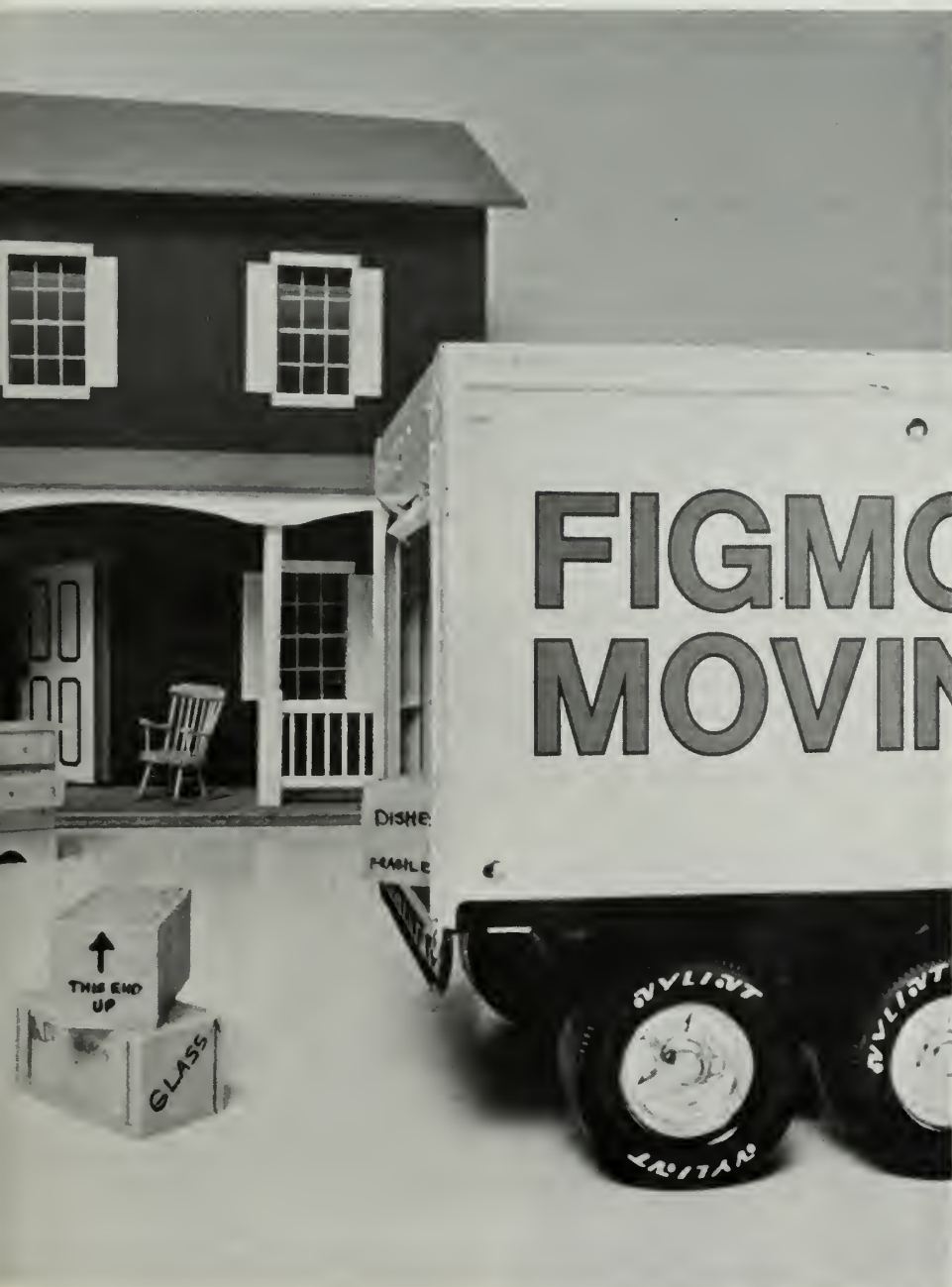
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### Do It Yourself

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What if you just can't bring yourself to turn your belongings over to strangers? You do have an alternative to a commercial move—the Do-It-Yourself (DITY) program.

Still considered in its infancy, the DITY program (pioneered by the Navy





# Navy Rights & Benefits

in 1971) is beginning to show marked growth as more officers and enlisted personnel become aware of the monetary and personal benefits of the program.

In the fiscal year that ended Sept. 30, 1978, over 6,700 officers and enlisted members made DITY moves and earned average incentive pay of \$167. At the same time, the Navy saved an estimated \$136 per move.

The personal benefits of the program combine favorably for both the member and the Navy. These include:

- Simultaneous arrival of a member's property and family at the new duty station.
- Because the member is handling his own goods, damage is sharply reduced. This helps reduce the Navy's annual \$2 million bill for damage claims on goods moved commercially.
- A DITY move can be made in conjunction with a regular commercial move, in many instances, to accommodate an individual's particular needs. For example, if you have valuable antiques, you might want to move the regular goods commercially, but handle the antiques by yourself.

Because a member drives to a new duty station in a rental truck does not mean that travel allowances are forfeited. Dependents, although they ride to the new duty station in the truck, are still authorized a mileage allowance.

Your PPTO will assist you in determining what size rental truck you need, arrange for packing materials and obtain an advance from the contractor for gas, oil and tolls.

For more information, talk to your PPTO.

## Shipping a Mobile Home

You're entitled to an allowance—limited to 74 cents per mile—to have your mobile home moved from one duty station to another within the continental United States. Your PPTO will make arrangements to have your mobile home moved on a government bill of lading. The carrier bills the government and the service member pays the difference. In the case of a mobile home, that difference can be very expensive.

For example, if you have a 12-foot by 60-foot mobile home and have it moved from Arlington, Va., to Long Beach, Calif. (about 2,600 miles), you'd be allowed \$1,924 (74 cents per mile). But your actual cost is likely to be over \$3,500—and that will not include the cost of unblocking and reblocking your home, disconnecting and connecting utilities, packing and locating contents in preparation for the move, or unpacking at the destination. This \$3,500 obviously would vary according to the number of charges required for flagging and escort services, tire changes, etc.

If you do not contact the PPTO or elect not to use the arrangements available through the PPTO to move a mobile home, the Joint Travel Regulations prescribe payment of 11 cents per mile.

If the PPTO cannot obtain commercial services, you will be provided a certificate allowing you to make arrangements to have the mobile home moved. In this case, you must then sub-

mit a claim supported by the PPTO's certificate to collect the 74 cents per mile allowance.

If you claim the 74 cents per mile allo-

## Housing

Housing has always been a primary concern of Navy people regardless of duty assignment. The Navy has always placed great emphasis on the welfare of its people and is doing everything possible to improve housing conditions as budgetary constraints permit. In fact, the principal objective of the Department of Defense military housing program is to ensure that all military personnel and their dependents have adequate quarters. To do this, members are provided with either a basic allowance for quarters (BAQ) or assigned to adequate government housing.

Basic policy is to rely on the local civilian housing market in communities near military installations as the primary source of family housing. New construction is programmed for eligible (E4 and above with over two years' service) military personnel only when community support is limited or inadequate due to cost, distance or quality.

At the beginning of each year, certain military installations conduct surveys to determine whether a local community's housing market can meet the Navy's needs. All existing military housing units, units under construction, and approved construction programs are listed. The rental assets in the area are then evaluated for suitability.

Several criteria are used to evaluate the rental units before they are determined suitable and usable by military members. First, a unit must be within one hour's driving time of the base during rush-hour periods. Second, the unit must be in good condition—it has to be a complete dwelling unit with a private entrance, private bath and private kitchen. Third, and possibly most important, it must be affordable.

If a unit passes all three tests, it is added to the total of military housing units—all such units add up to the



wance to have your mobile home moved, you forfeit your right to a dislocation allowance and usually to a separate shipment of household goods.

If you don't have a lot on which to set up your mobile home when you arrive at your new location, you'll have to store it—and you'll have to pay for the

storage. Unlike a regular household goods' shipment, the government will not bear the expense of storing a mobile home.

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# for Navy People Everywhere

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grand total of units available for use by military families in any particular area. This grand total is then compared with the number of military families in the area to ascertain if the total units available are sufficient to house at least 90 percent of the eligible military families expected to be in the area within the planning cycle (generally five years). If there are not enough units, there is justification to request additional construction to be programmed by DOD. If DOD determines that the survey results are accurate and the Navy's conclusions valid, then the Navy housing request will be incorporated into the overall Family Housing Construction program and presented to Congress.

The normal span for identification of a housing need, congressional approval of construction, and actual construction is three to five years.

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## Public Quarters

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As popular as living in the civilian community is, base housing still is the choice of many as evidenced by long waiting lists. There are several reasons for this: perceived savings (residential heating costs, gas and fuel oil are constantly increasing); convenience to commissaries, exchanges and maintenance facilities; and commonality with neighbors.

Public quarters fall into three categories—*adequate public quarters*, *inadequate public quarters* and *transient family accommodations*.

The Navy currently manages about 67,000 adequate public quarters which are available to service members in lieu of BAQ. These quarters are normally unfurnished with the exception of a stove and refrigerator, and all the utilities—except the telephone—are paid by DOD.

To give everyone equal treatment in the assignment of these quarters, the Chief of Naval Operations (CNO) has established the following guidelines:

- Control of housing assignments is centralized whenever possible.
- All eligible Navy personnel with accompanying dependents, whether assigned afloat or ashore, are given equal opportunity to obtain housing.
- Every effort is made to allow each member to assess accurately the chances of being assigned to military family housing at some time during his or her tour.
- There is no discrimination because of race, color, creed, national origin or sex.
- No more than 25 percent of the public quarters at any installation may be designated for officers without the specific approval of the CNO.

• Assignment shall be made to units with specific numbers of bedrooms based on family composition only for personnel O3 and junior.

Navy families are usually assigned to military family housing which was built for those in the breadwinner's paygrade. Sometimes, however, local conditions permit assignment of a family to housing normally designated for sponsors one grade senior or junior.

Adequate public quarters are classified as:

- Enlisted quarters.
- Junior officer quarters (O3 and junior).
- Field grade officer quarters (O4 and O5).
- Senior officer quarters (O6).
- Flag quarters.

Housing eligibility is limited to E-4 and above with more than two years' active service. However, adequate quarters may be assigned to Navy families whose sponsor is in lower grades *only* if

the housing requirement of all eligible personnel in the area and families of eligible personnel on unaccompanied tours elsewhere have been satisfied.

Exceptions may be authorized when severe hardship is involved, or when it is otherwise considered to be in the best interest of the government.

The Navy manages approximately 6,000 inadequate public quarters (IPQ) which are available to all Navy members, regardless of rank or rate, on a first-come, first-served basis.

These units are similar to adequate public quarters except that they have been declared inadequate, normally because of floor space limitations. Members assigned to IPQs pay a set percentage of their BAQ, up to 100 percent, as necessary, to allow the quarters to be operated on an essentially break-even basis.

The quarters are retained only as long as they can be maintained in a safe and sanitary condition. Members residing in IPQs may remain on waiting lists for adequate public quarters.

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## Transient Family Accommodations

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Transient Family Accommodations (TFA) are inadequate public quarters which have been removed from the family housing inventory for the use of accompanied personnel of all grades assigned to ships undergoing overhaul or repair. Members eligible for TFA must be regularly homeported over one hour's commuting distance from the overhaul port.

Naval shore installations authorized to operate TFA and the number of units at each are Portsmouth Naval Shipyard (21), Norfolk Naval Shipyard (73), Puget Sound Naval Shipyard (347), Naval Support Activity, Mare Island



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(240), and Naval Support Activity, Los Angeles (142).

The units are furnished and offered at minimal set rental rates approved by the Chief of Naval Personnel. Personnel taking advantage of TFA may still draw basic allowance for quarters (BAQ) or occupy government housing at the regular homeport.

## Navy Bachelor Housing

At all levels of the chain of command, continuing emphasis is placed on the improvement of housing ashore. Every man and woman reporting to a naval shore installation for duty are interested in obtaining an attractive, comfortable place to live. The Navy makes bachelor quarters (BQ) as desirable as possible.

Bachelor quarters have been constructed at 210 installations throughout the world. When adequate bachelor quarters are not available, service members are eligible for compensation, either basic allowance for quarters or per diem. Permanent parties are entitled to BAQ and transients are entitled to the quarters portion of per diem.

To accommodate properly Navy men and women with a greater need for housing, priorities for assignment have been established:

- First priority is for personnel in billets required to be on the station to ensure accomplishment of the activity's mission, for contingency operations, to meet a training requirement, or for the maintenance of a disciplined force. These individuals must be berthed in a government facility and will be housed in adequate accommodations before any others.

- Second priority is for crewmembers from ships made uninhabitable by overhaul, crews of one-crew submarines, crews of ships of less than 1,000 tons gross weight displacement, and afloat staffs not aboard ships. These Navy members, under law, cannot be paid BAQ so they are placed in second priority.

- The next priority includes permanent party without dependents, students without dependents on permanent change of station orders, service

members in CONUS and Hawaii who are not entitled to travel of dependents and transportation of household goods, and those unaccompanied by their dependents in Alaska and areas outside the United States.

- If adequate bachelor quarters are available after the first three priorities

Minimum standards of adequacy for involuntary assignment of permanent party personnel and PCS students:

| <i>Grade</i>                               | <i>Minimum Standards</i>                                                                                                                                     |
|--------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|
| O 3 and above                              | 400 square feet, net, living area. Living room, bedroom and private bath, access to kitchen or officers dining facility receiving appropriated fund support. |
| W 1-O 2                                    | 250 square feet, net, living area. Combination sleeping/living room with private bath.                                                                       |
| E 7-E 9                                    | 200 square feet, net, living area. Private room with private bath.                                                                                           |
| E 5-E 6                                    | 90 square feet, net, living area. A room with not more than two people and central head facilities.                                                          |
| E 1-E 4 (except E 1 recruits and trainees) | 90 square feet, net, living area. A room with not more than four people and central head facilities.                                                         |
| E 1 recruits and trainees                  | 72 square feet, net, living area. An open bay and central head facilities.                                                                                   |

Minimum standards of adequacy for involuntary assignment of temporary additional duty and transient personnel:

| <i>Grade</i>                               | <i>Minimum Standards</i>                                                                             |
|--------------------------------------------|------------------------------------------------------------------------------------------------------|
| All officers and warrant officers          | 250 square feet, net, living area. Private room with bath shared by no more than one other.          |
| E 7-E 9                                    | 100 square feet, net, living area. Private room with central head facilities.                        |
| E 5-E 6                                    | 90 square feet, net, living area. A room with not more than four people and central head facilities. |
| E 1-E 4 (except E 1 recruits and trainees) | 90 square feet, net, living area. An open bay (minimum) and central head facilities.                 |
| E 1 recruits and trainees                  | 72 square feet, net, living area. An open bay and central head facilities.                           |

are assigned, then those on temporary duty are assigned to quarters.

- Next, any adequate bachelor quarters remaining must be assigned to permanent party and PCS students without dependents who would rather live off base and draw BAQ. This must be done to avoid wasting the taxpayers' money by building and maintaining empty bachelor quarters and paying BAQ at the same time.

- After all requirements in the first five groups are satisfied, service members in CONUS and Hawaii who are entitled to dependent travel but voluntarily house their dependents elsewhere and continue to receive their housing entitlement as BAQ at the with dependents rate may be housed on a space available basis. The installation commander may assign priority three in well-documented cases of hardship. This sixth priority allows Navy members flexibility in housing dependents. At the same time, it reduces the taxpayers' expense in giving the same people bachelor quarters and BAQ.

The Department of Defense (DOD) has specified, for each paygrade, what is to be considered adequate quarters for involuntary assignment. All bachelor quarter residents must be provided no less than what is required when they are assigned to live in bachelor quarters, except in cases of military necessity.

At some commands, quarters may be fully assigned to residents in higher priorities. When there are no adequate quarters available for assignment, Navy members may volunteer to occupy inadequate quarters.

A room with stated square feet is not all that's necessary to create a decent place to live. Throughout the Navy, actions have been taken to make bachelor quarters more livable:

- The management of bachelor quarters has been designated for personnel in the mess management specialist (MS) rating. As more MSs are assigned to quarters management, Navy quarters will become more professionally managed.

- To fulfill training requirements and improve management techniques of quarters managers, a formal training

course in bachelor quarters management is offered at NATTC Memphis, Tenn. A manual which contains comprehensive procedures and information about managing quarters will be published this year. Also available is a team of highly trained senior MSs to provide all commands with bachelor quarters on site review of management procedures and training.

- Commanding officers are ensuring that bachelor quarters are well managed and have put into action local procedures to get senior command personnel involved in the operations of quarters and concerned about the welfare of residents.

- Without reducing the effectiveness of the operational Navy, higher priorities have been placed on obtaining

funds for maintenance and construction of bachelor quarters and the repair and replacement of furnishings. More than \$186 million will be devoted for new construction and modernization of quarters during the next five years.

Additional information concerning your entitlement to adequate quarters may be obtained from the Bachelor Quarters Officer at your command.

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## Civilian Market Housing

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In addition to providing base housing and housing allowances, the Navy also helps members find a place to live.

When you receive PCS orders, an item is included which directs you to report to the Housing Referral Office (HRO) at your new duty station. The HRO can ease the trauma that is sometimes associated with moving to a new city. Among the services by the HRO to help newcomers are:

- Maintain rental and sales listings for all housing within commuting distance of the installation.
- Assist in determining the vacancy/availability of specific units before the service member leaves the office.
- Investigate any and all complaints of discrimination.
- Maintain a listing of all landlords/housing complexes who practice discrimination.
- Act as a mediator in tenant/landlord disputes when requested.

The HRO, available to *all* Navy members, can save you time and money and minimize some of the inconveniences of relocation.

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### Renting

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When you choose to live in the community, the rent you pay—in spite of your BAQ and BAS allowances—will represent a sizable portion of your income. Therefore, you should be aware of some of the legal and financial obligations.

When you've found the place you want, you may be asked to sign an *application for a lease* and to pay a deposit.

This document isn't the actual lease. So before you sign it, make sure it includes this point: the money you've deposited to hold the unit will be refunded if the unit does not become available within a stated time limit. Make sure you get a receipt and a copy of the application.

Before you move in, you may be asked to pay a security deposit which is usually equal to one month's rent. The deposit is to cover the cost of any repairs you may be responsible for when you vacate. If you keep your apartment or house in good shape so that no repairs are necessary, your deposit should be returned. Be sure to keep the receipt for your security deposit or, if you pay by check, be sure to note on the face of the check, *security deposit*.

The lease itself is a contract which defines the rights and obligations of both the landlord and tenant. When you sign a lease, you are legally bound to observe its terms. Don't take the rental agent's word that it is just a standard form and that everybody signs it. Read it over, make sure you understand it, and consult your Legal Assistance Officer before signing. Military personnel have special problems and leases should be drawn to protect their interests as well as those of the landlord.

Every military tenant should insist that a *military clause* be included in the lease. The clause generally states that, subject to the payment of a specified amount, the tenant can terminate the lease. It provides the military tenant a way to end a lease prematurely for reasons connected with military service. There is no standard military clause.

The wording is a matter for negotiation between you and your prospective landlord.

Most leases are for 12 months. But if you can't stay for the entire term, you may exercise the military clause. However, you probably will have to forfeit a certain amount of money called liquidated damages. This compensates the landlord, to some extent, for the sudden break in tenancy.

If you stay for less than six months of a 12-month term, it is not out of line for you to pay an extra month's rent. If you terminate the lease any time after six months, it's not unreasonable for the landlord to demand half a month's rent. In any case, whatever payments you would owe for early termination should be spelled out in the lease.

Laws and customs regarding the landlord-tenant relationship may vary widely from state to state. In some communities they are rather informal. In larger communities the legal arrangements are detailed and precise.

Before you sign any lease, you should consult your Legal Assistance or Housing Referral Officer.

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### Buying

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Since buying a home requires a considerable outlay of money, you probably suspect that there is an advantage to buying rather than renting. In some cases, there is. Those who pay rent receive nothing but the use of the premises they occupy. Those who buy, however, have a portion of their monthly payment applied to equity.



# Navy Rights & Benefits

Each time a payment is made, a little more of the loan is paid off until you own a considerable chunk.

The part of your monthly payment which is not applied to equity is applied to the payment of interest on the loan and sometimes to taxes and insurance if they are included in the payment. The portion of the payment which is applied to interest can be claimed on your income tax return to reduce your taxable income. If you itemize your deductions, you can save some money in this way.

## Mortgages

If you decide to buy a home, the chances are you won't have enough money to pay cash, so you must borrow. Loans on homes require a mortgage or deed of trust.

Savings banks, savings and loan associations, life insurance companies and mortgage companies all specialize in lending money for the purchase of real estate. The amount these organizations are willing to lend will depend on the locality, the current interest rate on mortgage loans, the appraised value of the property you want to buy and your ability to repay the loan.

Existing mortgages fall into three general categories: conventional mortgage loans, mortgage loans guaranteed by the Federal Housing Administration (FHA) and mortgage loans guaranteed by the Veterans Administration (VA).

Anyone is eligible to apply for a conventional or FHA mortgage loan. For those who have the down payment and financial standing, the conventional mortgage loan is usually the easiest to place.

The reason is that since the lender takes the full risk that accompanies any kind of loan transaction, he charges the highest legal interest that the market will support; his credit examination of the borrower is likely to be stricter than in the case of FHA and VA loans; and, because he has more flexibility in raising his interest rates to meet the current market level, the lender is more likely to accept a conventional mortgage in times of high interest rates than he is to accept

an FHA or VA mortgage on which interest is limited.

FHA mortgages differ from conventional mortgages in two ways. First, the lender is insured by the Federal Housing Administration against losing money on the loan. Second, interest rates, the percentage of the appraised value that can be lent and other terms of the mortgage loan, including prepayment provisions, are much more closely regulated by federal law.

The Veterans Administration has been *guaranteeing* home loans for veterans and service members for more than 30 years. During the same period, VA has co-signed more than 10 million mortgages totaling more than \$155 billion.

A *guarantee* is simply that amount for which VA co-signs on your mortgage. If, for example, VA guaranteed \$17,500 of a \$37,000 mortgage on a

home, and the borrower later defaulted causing the lender to foreclose, Uncle Sam would have to pay the guaranteed portion of the loan and subsequently bill the borrower for VA's net loss after the home was resold. (VA usually assumes the entire note and resells the home itself. Occasionally, a purchaser can get a bargain by checking VA listings first when searching for a home.)

The readily apparent benefit of the guaranty program is that it meets the requirement for investment protection demanded by commercial lending institutions through substantial down payments. Because VA-guaranteed loans require no down payments (because VA affords the lender protection), it's easier for young couples and those who have been unable to save enough for a conventional mortgage loan to purchase their first home through the VA.

Other advantages are that the VA:



- Inspects homes and requires sellers to meet minimum quality standards, thereby ensuring that VA purchasers get value for their home-buying dollars.

- Is ready to work with a purchaser who finds himself in temporary financial straits after purchasing a home. Often the administration acts as a liaison between the service member and the lender to prevent foreclosure and effect a mutually acceptable agreement temporarily lessening payments, if necessary.

- Polices builders to ensure they follow building codes.

- Continually works with lenders, encouraging them to lend to service members and veterans under the guaranty program.

- Works closely with potential purchasers to ensure they are aware of hidden costs in home ownership and they are not buying a home which they may outgrow.

The maximum guaranty for VA-backed home loans is \$25,000. Certain severely disabled veterans may obtain a grant of up to \$30,000 to buy or adapt a residence to meet their special needs. In addition, the VA can guarantee loans for energy-related home improvements, including installation of solar heating and cooling systems and loans for condominium conversions. (Condominium conversions take effect July 1, 1979.)

Housing prices have risen so rapidly during the past years that many Navy members have been priced out of the home-buying market. For some, an alternative to buying traditional housing or a condominium is purchasing a mobile home.

The VA has set a \$17,500 loan maximum (or 50 percent of the loan, whichever is less) on mobile home guaranteed loans. Allowable repayment periods vary according to factors such as whether the home is new or used. The loan may be used to purchase either:

- A mobile home unit, double or single width.
- A land lot for an already owned mobile home.
- A mobile home unit and a lot for installation.
- For preparation of a lot on which a

mobile home will be installed.

Eligibility for a VA-guaranteed loan requires that you either be on active duty or a veteran, and qualify under the following guidelines:

- World War II and Korean conflict veterans who served on active duty on or after Sept. 16, 1940, and were separated under other than dishonorable conditions (or are still on active duty), are eligible.

- Unremarried spouses of members who served on or after Sept. 16, 1940, are eligible if the member died as a result of a service-connected disability.

- Vietnam era veterans who served at least 90 days of active duty—provided that at least one day was served between Aug. 5, 1964, and May 7, 1975—are eligible.

- Peacetime veterans who served after July 25, 1947, and were on active duty at least 181 days are eligible.

Another requirement states that if a

veteran or service member has previously used a VA guarantee, that loan must have been paid in full or assumed by another VA purchaser before the member is eligible for a second guaranty loan.

There are more than 30 million veterans, not including active duty members, living in the United States. Many of them are eligible for the VA home guaranty program. If you are one, or are an interested active duty member seeking to enter the housing market, contact the nearest VA office, commercial lending institution or a service representative of any national veterans organization for more information and applications.

Buying a home is an important step in your life and unless you're an old hand at real estate transactions, it's a good idea to obtain legal advice from your Legal Assistance Officer or an outside attorney.

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## Navy Lodges

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There are more than 1,000 Navy Lodge units at 37 locations in the United States and overseas. Navy Lodges, although varied in size, offer motel-type facilities at \$8-\$19 per night for the entire family. Most lodges offer limited maid service, coin-operated washers and dryers, assorted vending machines, telephones, kitchenette, air conditioning, color television and one-day laundry and dry cleaning services.

In addition, since most lodges are located on or near naval bases, facilities such as the Navy Exchange, commissary store, recreation activities, and clubs are readily accessible.

Although the main function of the Navy Lodge is to provide accommodations for Navy families on PCS moves, other authorized military personnel may use lodges on a space-available basis. They include:

- Other active duty personnel and their dependents.
- Retired military personnel and their dependents.
- DOD civilian employees assigned

to overseas areas for duty purposes.

- Official guests and visitors of the command.

- Visiting relatives and guests of assigned military members in isolated areas where civilian accommodations are not available.

PCS reservations can be made as early as 90 days in advance of the date that lodging is desired. When accommodations are not available, a standby reservation will be taken and if accommodations become available, the PCS standby reservations will be confirmed in the order in which they were received.

Several Naval Regional Medical Centers have lodges to provide accommodations for authorized members of the immediate family of hospitalized patients. Other authorized personnel may use these facilities if space is available and higher priorities have been satisfied.

The activities supporting Navy Lodges, the number of available units and daily rates of each are shown in the table on the following page.



# Navy Rights & Benefits

| LOCATIONS                                                                                              | UNITS | DAILY RATES | LOCATIONS                                                                                                         | UNITS | DAILY RATES | LOCATIONS                                                                                                          | UNITS | DAILY RATES |
|--------------------------------------------------------------------------------------------------------|-------|-------------|-------------------------------------------------------------------------------------------------------------------|-------|-------------|--------------------------------------------------------------------------------------------------------------------|-------|-------------|
| ADAK, AK<br>(Navy Lodge, Naval Station, FPO Seattle, WA 98791. Phone: 907-579-3387)                    | 16    | \$11        | LAKEHURST, NJ<br>(Navy Lodge, Naval Air Engineering Center, Lakehurst, NJ 08733. Phone: 201-323-2445)             | 10    | \$12        | OAKLAND, CA<br>(Navy Lodge, Naval Regional Medical Center, Oakland, CA 94627. Phone: 415-639-2051)                 | 16    | \$9         |
| ALAMEDA, CA.<br>(Navy Lodge, NAS Alameda, CA 94501. Phone: 415-869-3206)                               | 70    | \$15        | LEMOORE, CA<br>(Navy Lodge, NAS Lemoore, CA 93245. Phone: 209-998-5791)                                           | 46    | \$15        | ORLANDO, FL<br>(Navy Lodge, Naval Training Center, Orlando, FL 32813. Phone: 305-646-5722)                         | 35    | \$8-\$19    |
| BETHESDA, MD<br>(Navy Lodge, National Naval Medical Center, Bethesda, MD 20014. Phone: 301-654-1795)   | 22    | \$14        | MAYPORT, FL<br>(Navy Lodge, Naval Station, Mayport, FL 32228. Phone: 904-246-5554)                                | 19    | \$15        | PENSACOLA, FL<br>(Navy Lodge, NAS Pensacola, FL 32508. Phone: 904-456-8676)                                        | 16    | \$15        |
| BRUNSWICK, ME<br>(Navy Lodge, NAS Brunswick, ME 04011. Phone: 207-921-2206)                            | 17    | \$11        | LITTLE CREEK, VA<br>(Navy Lodge, Naval Amphibious Base, Little Creek, VA 23521. Phone: 804-464-6215)              | 90    | \$14        | PHILADELPHIA, PA<br>(Navy Lodge, Naval Regional Medical Center, Philadelphia, PA 19145. Phone: 215-334-5107)       | 6     | \$10        |
| CECIL FIELD, FL<br>(Navy Lodge, NAS Cecil Field, FL 32215. Phone: 904-771-3211, ext. 8119)             | 8     | \$13-\$15   | MECHANICSBURG, PA<br>(Navy Lodge, Naval Ships Parts Control Center, Mechanicsburg, PA 17055. Phone: 717-790-2608) | 9     | \$10-\$15   | PORT HUENEME, CA<br>(Navy Lodge, Naval Construction Battalion Center, Port Hueneme, CA 93043. Phone: 805-486-2614) | 22    | \$15        |
| CHARLESTON, SC<br>(Navy Lodge, Naval Station, Charleston, SC 29408. Phone: 803-747-7676)               | 16    | \$15        | MEMPHIS, TN<br>(Navy Lodge, NAS Memphis, TN 38054. Phone: 901-872-0121)                                           | 20    | \$13        | SAN DIEGO, CA<br>(Navy Lodge, Naval Station, San Diego, CA 92136. Phone: 714-234-6142)                             | 45    | \$14        |
| CHASE FIELD, BEEVILLE, TX<br>(Navy Lodge, NAS Chase Field, Beeville, TX 78103. Phone: 512-354-2523)    | 5     | \$14        | MIRAMAR, SAN DIEGO, CA<br>(Navy Lodge, NAS Miramar, San Diego, CA 92145. Phone: 714-271-7111)                     | 90    | \$14        | SUBIC BAY, RP<br>(Navy Lodge, Naval Station, FPO San Francisco, CA 96651. Phone: 884-9500)                         | 25    | \$10-\$15   |
| CORPUS CHRISTI, TX<br>(Navy Lodge, NAS Corpus Christi, TX 78419. Phone: 512-937-2052)                  | 22    | \$15        | NEW LONDON-GROTON, CT<br>(Navy Lodge, Naval Submarine Base New London, Groton, CT 06340. Phone: 203-446-1160)     | 68    | \$14        | WASHINGTON, DC<br>(Navy Lodge, Naval District Washington, Washington, DC 20032. Phone: 202-563-6950)               | 49    | \$13-\$14   |
| EDZELL, SCOTLAND<br>(Navy Lodge, U.S. Naval Security Group Activity, FPO. New York, NY 09518)          | 8     | \$16        | NEW ORLEANS, LA<br>(Navy Lodge, Naval Support Activity, New Orleans, LA 70146. Phone: 504-366-3266)               | 22    | \$15        | WHITING FIELD, MILTON, FL<br>(Navy Lodge, NAS Whiting Field, Milton, FL 32570. Phone: 904-623-6364)                | 9     | \$10-\$12   |
| EL CENTRO, CA<br>(Navy Lodge, National Parachute Test Range, El Centro, CA 92243. Phone: 714-352-2478) | 10    | \$12        | NEWPORT, RI<br>(Navy Lodge, Naval Education and Training Center, Newport, RI 02840. Phone: 401-849-4500)          | 67    | \$14        | YOKOHAMA, JAPAN<br>(Navy Exchange Branch Manager, Fleet Activities, Box 9, FPO Seattle 98761. Phone: 232-6143)     | 87    | \$8-\$18    |
| FALLON, NV<br>(Navy Lodge, NAS Fallon, NV 89406. Phone: 702-423-5161, ext 2400/2403)                   | 3     | \$13        | NORFOLK, VA<br>(Navy Lodge, Naval Station, Norfolk, VA 23511. Phone: 804-489-2656)                                | 90    | \$14        | YOKOSUKA, JAPAN<br>(Navy Exchange Officer, Fleet Activities, Code 700, FPO Seattle 98762. Phone: 234-6708)         | 62    | \$9-\$17    |
| JACKSONVILLE, FL<br>(Navy Lodge, NAS Jacksonville, FL 32212. Phone: 904-772-2549)                      | 28    | \$15        | NORTH ISLAND, SAN DIEGO, CA<br>(Navy Lodge, NAS North Island, San Diego, CA 92135. Phone: 714-435-0191)           | 90    | \$14        |                                                                                                                    |       |             |
| KEFLAVIK, ICELAND<br>(Navy Lodge, Naval Station, Box 10, FPO New York, NY 09571. Phone: 2210-7594)     | 31    | \$10-\$18   |                                                                                                                   |       |             |                                                                                                                    |       |             |



# International Training Afloat- **UNITAS XIX**

BY PHC JOHN FRANCAVILLO

For the 19th consecutive year, ships and aircraft of the U.S. Navy joined naval and air force units of South American nations in a series of exercises off South America called UNITAS.

"The purpose of UNITAS," said Task Group Commander Rear Admiral John Ekelund, Commander, South Atlantic Force, "is the development of a high state of preparedness and cooperation between different naval and air forces. The participating navies learn to coordinate their objective, which is the free and continued use of the sea."

During the 24,000-mile exercise, U.S. ships operated with the navies of Brazil, Chile, Columbia, Ecuador, Peru, Uruguay and Venezuela.

Although anti-submarine warfare training was the primary focus of UNITAS XIX, exercises in anti-aircraft warfare, surface gunnery, communications, seamanship and ship handling were also conducted.

U.S. ships participating were USS *William V. Pratt* (DDG 44) (RADM Ekelund's flagship); USS *Du Pont* (DD 941) (with Commander, Destroyer Squadron 36 embarked); USS *Bowen* (FF 1079); and USS *Scamp* (SSN 588).

Aircraft from Patrol Squadron 11 (VP-11), Fleet Logistics Support Squadron 52 (VR-52), Helicopter Anti-Submarine Squadron (Light) 32 (HSL-32) and a drone detachment from Fleet Composite Squadron Six (VC-6) also participated.

UNITAS XIX offered not only international training afloat but also intercultural exchanges ashore. This year, U.S. Navy crews visited 20 ports in eight different countries—ports like Rio de

*Above: Pomp and circumstance at Montevideo, Uruguay. Below: Sailors aboard USS William V. Pratt (DDG 44) render honors to passing Venezuelan navy ship.*







Janeiro, Brazil; Cordoba, Argentina; and Valparaiso, Chile. Ship open houses in several ports allowed many South Americans to see our Navy firsthand.

Food, surgical equipment and other items were distributed through Project Handclasp, a people-to-people program by which donated goods are delivered to needy or charitable organizations in many foreign countries.

The U.S. Navy Show Band (East) created good will ashore while the ships and aircraft operated at sea. Chief Musician John Pastin and his 15-member troupe were well received at each concert. "I've always found the people in South America warm and responsive, not only to our music, but to North Americans as well," he said.

UNITAS XIX again gave sailors of the U.S. and South American navies the opportunity to work together, strengthening cooperation that is important for defense of the Western Hemisphere. ↓

*Photos by JO1 James Jones, PH2 Albert Matthews, PHAN George Bruder, and PHC Francavillo*

*Top (l-r): A young girl in Fortaleza, Brazil; LAMPS helo from USS Bowen (FF 1079) lifts off from USS William V. Pratt (DDG 44); and Brazilian marine presents arms during ceremonies in Rio de Janeiro. Right: Sunset scene shot from the deck of USS William V. Pratt.*







# *JEFF (B) Passes Fit(ness) Test*

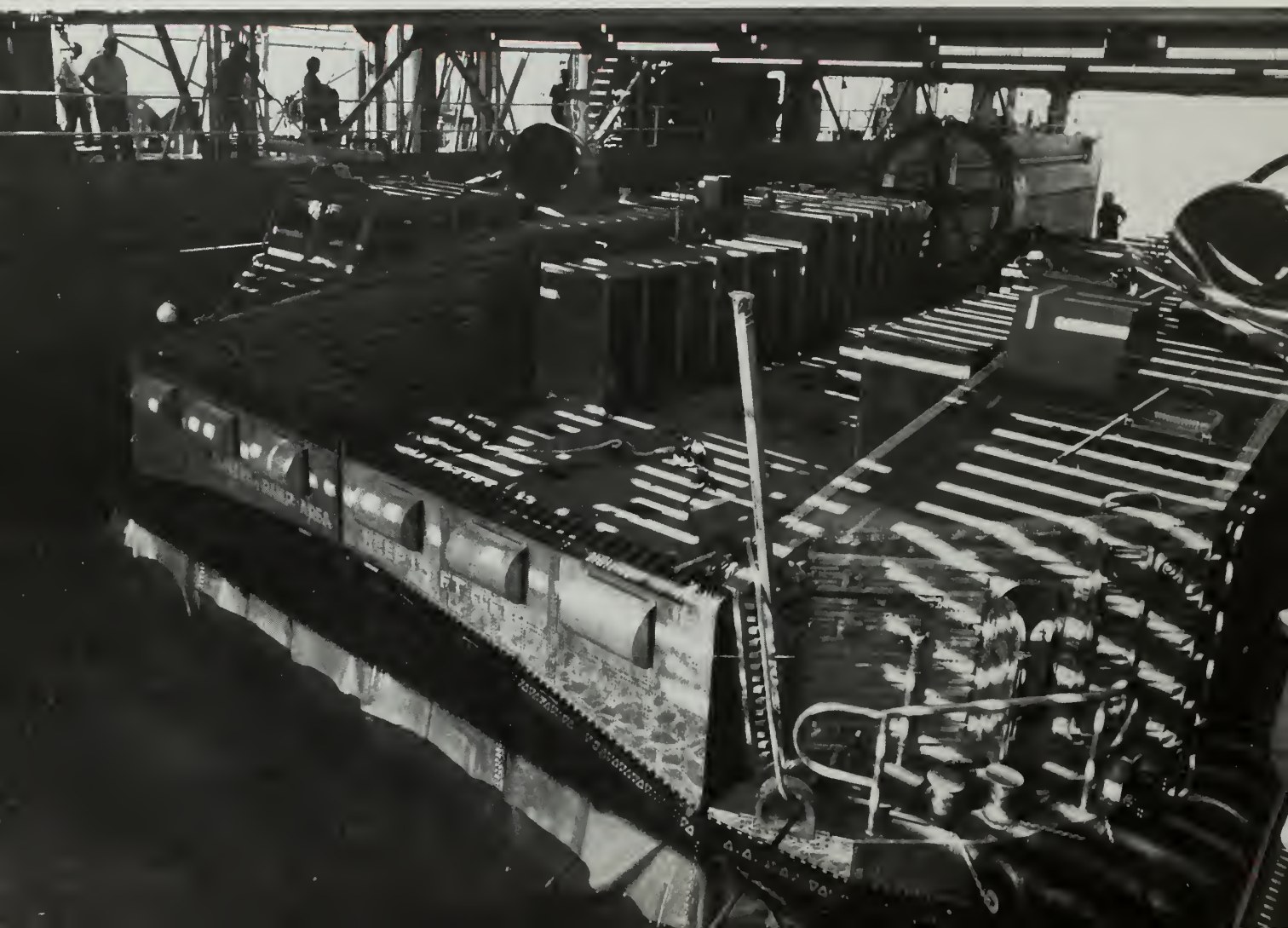
BY JO2 JACK McISAAC

Working in support of the Amphibious Assault Landing Craft Experimental Trials Program, USS *Spiegel Grove* (LSD 32) recently landed an experimental air-cushioned vehicle in its well deck.

The 160-ton, air-cushioned vehicle, JEFF (B), was helped aboard *Spiegel Grove* with the Amphibious In-Haul Device (AID)—an electronically controlled chain pulley system installed on the walls of the well deck.

Tests of the JEFF craft and the AID system were conducted to provide information for the design of the new LSD 41-class of ships. These ships will someday carry the fleet's air-cushioned landing craft.

One of the first tests was to determine if JEFF could actually fit into the well deck. Sixteen feet of catwalk along the forward part of *Spiegel Grove's* well deck had to be dismantled to enable JEFF to "cushion up." Other tests were



conducted to provide data on heat and chemical exposure, noise and ventilation of exhaust fumes.

The tests ended with a series of operations in which the JEFF crew successfully piloted the craft directly into the well of *Spiegel Grove* without the use of the AID.

With a design gross weight of 325,000 pounds, JEFF (B) has achieved a 62 knots over water speed in the Gulf of Mexico's test range. It can travel over the beach with a 60-ton payload of military vehicles and heavy artillery. Riding on a cushion of air a few inches above the surface of water or land, the craft will be able to move directly from the sea through the surf and across the beach to offload cargo—men, vehicles and equipment—on firm ground.

Another experimental air-cushioned craft, JEFF (A), recently completed its initial test voyage at Panama City, Fla. The 96-foot-long craft flew down the Naval Coastal Systems Center ramp into St. Andrew Bay and accelerated to 40 knots in the main channel.

The results of a final test involving JEFF (B), the AID system and *Spiegel Grove* next summer will determine if the air-cushioned landing craft will be constructed for fleet use. Those tests will include landing JEFF—carrying a full load of Marines, trucks and tanks—in *Spiegel Grove's* well deck while she is under way. ⚓



JEFF (B)



JEFF (A)





# Little Creek holds its own in Marine Corps Marathon

BY JO2 GARY MILLER

The marathon was finished—all 26 miles 385 yards of it—and the runners were feeling the strain. Wrapped in metallic thermal blankets, some lay on cots or on the ground, tended by friends. Others, while still on their feet, moved slowly and painfully. But they were all winners.

As entrants in the Third Annual Marine Corps Marathon held on Nov. 5 in Washington, D.C., 6,000 men and women had run past the Capitol, the Lincoln Memorial and the White House. They had run in unseasonable heat. Many would have preferred rain.

First to finish was Duke University medical student Scott Eden with a time of 2:18:12. Fourteen minutes, six seconds later, the 22nd runner, but first in the master's category (40-44 age group), Commander J.S. "Rusty" Lamade, completed the course. His position assured his team, the Little Creek Naval Amphibious Base gold team, second place in the military team competition.

CDR Lamade, executive officer of the Naval Material Transportation Office at Norfolk Naval Station, was joined by two other gold team members, Lieutenants Chris Carey and Tim Holden. Carey finished 75th with a time of 2:41:12; Holden came in 86th with a time of 2:42.

Other gold team members were Majors Thomas Siggins and Dave Noble, and Torpedoman's Mate Third Class Stanley Olszeski. Olszeski finished 104th in this, his first marathon.

Running for the Little Creek bronze team were Senior Chief Hospital Corpsman Robert Clark, Captain Norman Olson, Quartermaster Second Class George Yates, Lieutenant Dennis Worley, Seaman Gunner's Mate Roger Kavalara, Commander Robert Gormly, Lieutenant Craig Stevenson and Chief Musician John Kite.

For the members of the Little Creek teams, preparation for the marathon had begun long before the race. CDR Lamade had finished the 1977 Marine Corps Marathon in 25th place with the same time as this year (2:32:18). Chief

Clark had competed in several races, including the 1977 Boston Marathon.

The Little Creek Marathon Team has participated in four races. They won three first places, including first place overall and in the military category of the 1977 Marine Corps Marathon. The British Royal Navy team took first in





this year's Marine Corps Marathon.

The night before the race, team members limbered up by running in the vicinity of the Iwo Jima Memorial, the starting point of the marathon. The next morning most runners ran a few miles before reporting to the starting line. Some runners crowded the late registration desk. Many did stretching exercises. But sometimes no amount of exercise can help a runner when he hits the "wall," a condition long distance runners sometimes develop after having run 18 to 22 miles. At that point, runners experience nausea, dizziness and pain. To combat it, they try to think of other things. Some, however, actually concentrate on the pain.

Chief Clark encountered the "wall" more than 23 miles into the marathon. "I was running a three-hour pace until I was crossing that last bridge (the George Mason). I got a cramp in my leg and when I leaned up against the bridge

railing to stretch it out, three other runners almost tripped over me."

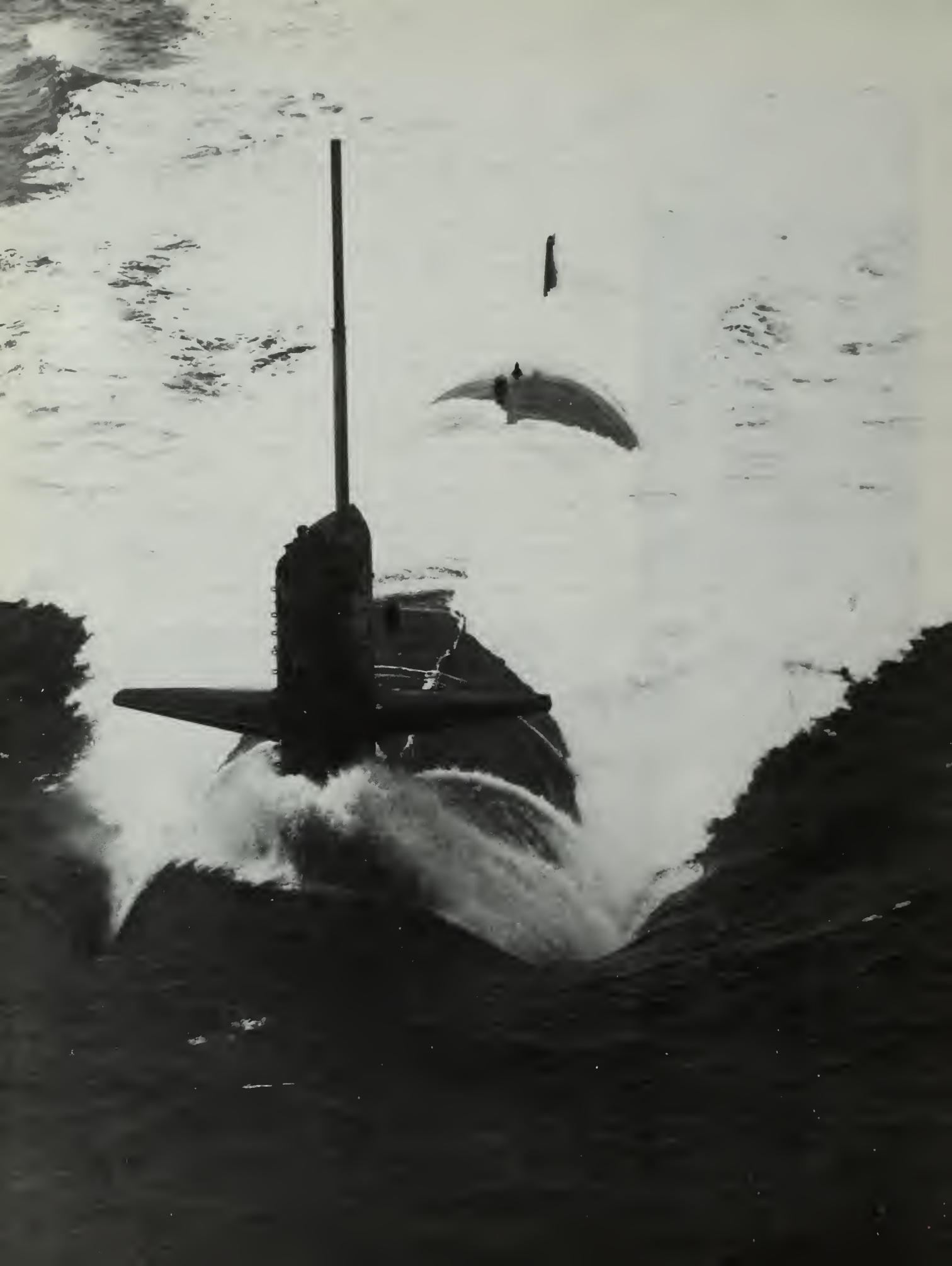
LT Worley's run proved to be even more difficult. "About four miles into the race my legs started to cramp," he said. "I never thought I'd finish. I guess it seems kind of stupid that I kept on running, but I think it's the result of the determination I learned in the Navy."

Although most members of the Little Creek team finished the marathon, it wasn't without difficulties. "I saw the finish line and started to speed up," said CAPT Olson. "Then I realized I had to run the 400 yards around the memorial...I thought I was going to die." ↓

*Little Creek Marathoners: (front l-r) Robert Kavalor, J. S. "Rusty" Lamade, Chris Carey, Robert Clark, Stanley Olszeski, Thomas Siggins; (back l-r) George Yates, Norman Olson, Robert Gormly and Dennis Worley.*







# Hammerhead has a corner on the market

BY CDR TONY De MARCO  
PHOTOS BY JO2 GARY MILLER  
AND PH1 MIKE McCABE

Somewhere in the depths of the Mediterranean, the fast attack submarine USS *Hammerhead* (SSN 663) silently patrols.

Super quiet, deep diving and swift, *Hammerhead* is lethal to hostile surface shipping. It also is a killer submarine which can deny the effectiveness of an enemy underseas fleet. The 292-foot *Hammerhead*, loaded with highly sophisticated electronic equipment, can fire both conventional torpedoes and the anti-submarine missile (SUBROC) at distant targets.

Commander Virgil Hill, a seasoned submariner with 17 years' experience, is commanding officer of *Hammerhead*. He talked about his mission, his men and his ship shortly before leaving Hampton Roads for his ship's current five-month deployment.

"On a fast attack submarine, we think of ourselves as being on the front line whenever we deploy. Of course, if the

balloon goes up, we'll be right in the middle of the action.

"In the submarine force, we have been traditionally known as the 'Silent Service' because we're not that visible. We maintain a low profile. Just believe me, the need for our presence in the Med is great."

Hill, *Hammerhead*'s skipper since March 1976, was not hesitant to boast about his crew.

"My men are superb. They're smart, more mature and seem more concerned about their professional careers than I was at their age. However, by the time I get them they've survived the weeding out process and they've been through some pretty tough Navy schools. They really are the cream of the crop."

Hill said that the ideal submariner must have a high degree of technical ability, be independent, self-reliant and, above all, responsible.

"It takes a special type of sailor to operate aboard a sub in a hostile environment at high speeds, and hundreds of feet under water."

According to the skipper, he's got a

"corner on the market" with a red-hot boat and a super crew.

Others echo the captain's comments. In the nuclear reactor spaces, Electrician's Mate First Class Randy Lawson said, "This has been my home for over 53 months. I've seen people come and go; this crew has always been great and still is."

Lawson feels that to be a good submariner you have to be adaptable. Living in close quarters with 120 other men for 60 to 90 days at a time can be trying.

He noted that nuclear power-trained Navy men are highly skilled—a result of their intensive schooling. They go through a six-month school where they must complete a curriculum loaded with nuclear theory, college level math, chemistry and physics.

Upon being graduated, they are assigned to nuclear power prototype for six months of hands-on training, to become either nuclear propulsion plant operators or engineering officers of the watch.

As an engineering watch supervisor, Lawson monitors the ship's propulsion system and power distribution. The senior enlisted watchstander of a 12-member team, he makes sure that the submarine has an ample supply of electrical power for propulsion and for auxiliary and lighting purposes.

Although everyone on board *Hammerhead* is not nuclear-trained, they all have received advanced education in their technical specialties.

Fire Control Technician Second Class Juan Morales said he enjoys putting his extensive schooling to good use.

"I operate and maintain the finest underwater fire control system in the fleet," he said. "I work with various elec-



*Opposite page: Hammerhead-class sub operates in the Atlantic.*

*Left: Hammerhead's CO, CDR Virgil Hill, at the periscope.*



tronic sensors and computers to develop the best possible data for a successful fire control solution.

"I enjoy torpedo shooting exercises more than anything else we do. It gives one a good feeling to know *Hammerhead* has the ability to accomplish her mission."

In a corner of the control center, Joe Hadley was worrying about his SINS. He confessed that he's heavy into SINS and the Navy made him do it.

Actually, he's an electronics technician second class, not a chaplain or religious lay reader. SINS stands for the Ship's Inertial Navigational System installed in *Hammerhead*. "In addition to SINS," he said, "we have other means of determining where we are. We have a satellite tracking system, long-range radio navigation (LORAN), and, of course, we accomplish celestial navigation by shooting the stars.

"Still, SINS is best. We don't have to come near the surface to determine our

position. It's also one of the most accurate."

As chief of the watch at the ballast control panel, Chief Torpedoman's Mate Bob Ingebretson controls most of the major hull openings, raises and lowers antenna masts and pumps water back and forth to keep the boat in trim. As senior enlisted member of *Hammerhead's* weapons department, the chief ensures that torpedos and all ordnance equipment are properly maintained and ready for instant use.

"In an all-out situation, *Hammerhead's* function is to search out and destroy enemy submarines. We'd be front-runners out there," he said.

A veteran of 15 years' naval service, Chief Ingebretson recalled his first time aboard a submarine. "I was amazed at how technical everything looked. I knew that if I wanted to stay and earn those 'silver fish,' it was going to be quite a challenge."

Naturally, all nuclear-powered sub-

marines are self-supporting units. They produce their own oxygen and fresh water and dispose of carbon dioxide. While conventional submarines are limited by their fuel supply, the nuclear submarine is limited only by the amount of food she can carry.

Although submarines are noted to be excellent feeders, both Ingebretson and Lawson pointed out that during long trips, "You run out of fresh milk, fruit and salad makings and it's hard to adapt.

"You can't imagine how great it is to have an ice cold glass of fresh milk after a long patrol," he said.

Meanwhile, *Hammerhead* and other submarines of her kind continue on patrol—a long period of silent watching and listening in the Mediterranean and the other seas of the world. ↓

*Below: ETC Dick Meiser (center) takes the watch as diving officer, aided by crewmen using Hammerhead's sensitive equipment.*



# for the Navy Buff

BY JO1 DAN WHEELER

Here again, especially for those who are incurably hooked on nautical trivia, is another installment of *For the Navy Buff*.

**Q.** When was the first amphibious landing made in U.S. Navy history?

**A.** March, 3, 1776, by 200 Marines and 50 sailors under the command of Esek Hopkins. Hopkins had been chosen by the Continental Congress to command the newly formed fleet of eight vessels, and given orders to "attack, take or destroy" the armada of Lord Dunmore which was lurking in the Chesapeake Bay. Instead of following orders and without reporting his intentions to the Congress, Hopkins led his fleet to New Providence (now Nassau in the Bahamas) to capture or destroy the British stockpile of powder and arms.

En route, Hopkins lost two ships, the *Hornet* and the *Fly*, and, once having arrived at Great Abaco about 50 miles from New Providence, he seized two island vessels and loaded them with Marines and sailors. He planned to send these two ships into New Providence to take the fortifications by surprise

*First amphibious operation.*



while the remainder of the fleet remained out of sight until the initial advantage was gained.

Instead of remaining out of sight, however, the fleet went sailing into New Providence close behind the two sloops and were met by a burst of British fire. Having lost the element of surprise, Hopkins diverted his ships to the opposite end of the island where, under cover of *Wasp* and *Providence*, the Marines and sailors splashed ashore on a deserted beach.

The amphibious force went overland and attacked the British fortifications from the rear, compelling their surrender. It took two weeks to load the booty onto American ships and the expedition proved to be the most successful Continental Navy operation of the war.

**Q.** How big was the British fleet of 1775 when "Britannia ruled the waves"?

**A.** At that time, Great Britain had 131 ships of the line and 139 frigates, sloops of war, cutters and schooners; a grand total of 270 warships!



*British ships in action.*

**Q.** Who was Abraham Whipple?

**A.** Abraham Whipple, a colonial privateer, is probably remembered more for what he said than for anything he did. On June 15, 1775, Whipple captured an auxiliary vessel (*Gaspee*) which serviced the British frigate *Rose*. By doing so, he is credited with firing the first shot of the American Revolution at sea which precipitated the following exchange of notes between him and *Rose's* captain, James Wallace.

"You, Abraham Whipple," wrote Captain Wallace, "on the 10th of June 1772 burned his majesty's vessel the *Gaspee* and I will hang you at the yardarm!"

To which Whipple replied: "Sir, always catch a man before you hang him."



**Q.** I have several questions about the origins of the bell-bottomed uniform. Is it true that the 13 buttons on the flap represent the 13 original colonies? What was the reason for the change in hats from the “limpy” to the “dixie cup”? Is it true that the original type of Navy-issue pants had straight “parachute”-type legs instead of bell bottoms?

**A.** Let's take them one at a time. Concerning the 13 buttons—in 1897, some modifications for comfort's sake were made by enlarging the broadfall on enlisted trousers. This necessitated increasing the number of buttons from nine to 11. A further increase in depth of flap sides brought the total number of buttons to 13. Although myth prevails that the number represents the 13 original colonies, it is not supported by fact.

About the hats—there were various complaints about the shape and durability of the sailor's “limpy” white hat. The brim in particular was found to droop and cause an unsightly appearance. Corrective action caused more stitching to be placed in the brim which, in turn, caused the sides to be stiffer and stand upright. This practice of reinforcing the stitching eventually was done in such a way that the hat took the shape which came to be known as the “dixie cup.”

Now the pants—the American Revolutionary sailor's uni-

form was pantaloons (often tied at the knee) or knee breeches, a jumper or shirt, neckerchief, short-waisted jacket and low-crowned hat. The short trousers were practical since they didn't interfere with his work in the ship's rigging.

In 1817, bell bottoms began to appear. There is no substantive reason for their adoption such as being easier to roll up or easier to kick off in the water. They were merely a tailored version of the pantaloons, flared a bit to set the sailor apart from his civilian counterparts.

**Q.** I understand that the American Revolutionary privateers accounted for many of the prizes taken in the war, but how many British ships were actually waylaid?

**A.** According to Lloyd's of London, the total was 2,208, worth about \$66 million in the coin of the day. That figure does not consider those prizes which were ransomed or recaptured. John Adams described privateering as a “short, easy and infallible method of humbling the English.” Considering the limited resources of the Americans, it did just that and contributed in no small way to English merchants' reluctance to wage a long and costly war.

**Q.** Is it true that the American submarine *Turtle* failed in its mission to destroy Admiral Lord Howe's flagship because the *Eagle* was sheathed in copper?

**A.** The story of how Ezra Lee pedalled *Turtle* into New York Harbor to destroy *Eagle* by attaching a bomb to her hull is familiar, and most of it is well verified. (See August 1978 *ALL HANDS*). The one point, however, which still causes confusion is the question of whether Howe's ship had a copper hull. Reliable records indicate that Ezra Lee tried to drill into a metal strap which supported *Eagle's* rudder; and, as Bushnell, *Turtle's* designer, pointed out, the mission failed because Lee didn't simply reposition himself and drill into *Eagle's* wooden hull.

**Q.** Is it true that Captain William Bainbridge used his ship to terrorize merchantmen for the Barbary pirates?

**A.** Captain Bainbridge, commanding the frigate *George Washington*, did not use his ship to attack merchantmen sailing near North Africa. In September 1800, Bainbridge drew the distasteful task of delivering tribute sent by the Adams' administration to Algiers. The dey who accepted the bribe had recently angered the Ottoman sultan and was obligated to send a sizable tribute to Turkey. He ordered Bainbridge to deliver it.

Bainbridge refused.

The dey then told Bainbridge something which, once it had reached American shores, finally drove home the futility of paying tribute. He said, “You pay me tribute, by which you become my slaves. I have a right to order you as I may think proper.”

With Algerian guns trained on his ship, Captain Bainbridge hoisted the Algerian colors and proceeded to Constantinople. Shortly thereafter, U.S. Navy ships set sail for the Barbary coast to “protect our commerce and chastise their insolence...by sinking, burning or destroying their ships and





*ADM George Dewey*

vessels wherever you shall find them.”

**Q.** When was the position of Chief of Naval Operations established?

**A.** The Naval Act of 1916 created the CNO billet and the first officer appointed was Rear Admiral William S. Benson. Benson, however, was not the ranking officer in the Navy, even as CNO. The Naval Act stated that Admiral George Dewey would continue to be the Navy’s senior officer until his death. Dewey died in 1917.

**Q.** Is there any record in naval archives of how many sailors have been keelhauled?

**A.** Keelhauling—the practice of binding a man and dragging him under the barnacled hull of a ship as punishment for crimes—was never practiced in the U.S. Navy.

**Q.** What is a “pigboat”?

**A.** A “pigboat” is a distasteful turn-of-the-century term used by battleship sailors to describe submarines. The brave men who manned those rickety underwater vessels had to endure everything from foul air to cramped quarters while constantly facing the dangers of chlorine gas caused by saltwater contamination of batteries. The “surface skimmers” appellation found no argument among those who routinely endured some of the most trying duty in the old Navy.



*Early sub*



**Q.** The War of 1812 was fought to preserve freedom of the seas and instigated, at least in part, by the impressment of American sailors into the Royal Navy. How many American sailors were actually taken from United States' ships?

**A.** As many as 10,000 between 1799 and 1812. There is no doubt that some of the sailors were actually British subjects since English law did not recognize the right of expatriation. Naturalization papers were of little value to a former British subject since the quarterdeck doctrine on Royal Navy ships was: "Once an Englishman, always an Englishman."

**Q.** How long have doctors been a part of the Regular Navy?

**A.** At the Navy's inception in 1775, the Continental Congress directed that each commissioned ship carry a surgeon onboard. (Surgeons first appeared on Royal Navy ships in 1512.) Official recognition and status for Navy surgeons were slow-coming, however. It wasn't until the early 1800s that medical doctors were given wardroom status and they, like pursers, fought a long battle for equality with line officers in matters of rank, pay and prestige.

**Q.** Why, of all symbols, is the fouled anchor used to depict things nautical?

**A.** Tradition. An anchor entangled by a cable or chain, though definitely a sign of poor seamanship, is more artistic than a plain anchor and has definite appeal for landsmen. The most probable reason the Navy uses a fouled anchor is because it was first used in 1601 as the seal of the British Lord High Admiral.



**Q.** Each rating in the Navy has its own insignia today. When was the first time that such a distinction was given to the enlisted man's uniform?

**A.** Enlisted men were given specialty insignias to wear on their uniforms for the first time in 1866. The badge closely resembled the tools of his trade so as to make each rating readily recognizable by all in the naval service. For example, masters-at-arms wore a five-pointed star (denoting authority); quartermasters, a double marine-glass; coxswains, crossed anchors; gunner's mates, two crossed cannon; carpenter's mates, a broad ax; captains of the forecastle, two crossed anchors; captains of the top, an open figure-of-eight knot; and sailmaker's mates, a vertically placed fid.

In the same year, enlisted men were authorized to wear their ship's name emblazoned in gold on the black ribbon band of their hat. Also during this period, the white tape on the frocks came into being. Petty officers, seamen and first-class firemen had three rows of white tape; ordinary seamen and second-class firemen had two rows; and landsmen, coal heavers and boys had one row. In all cases, a white star appeared at the corner of the combined rows.

**Q.** How many U.S. presidents were on naval duty during World War II and what were their ranks?

**A.** Five. They were Lieutenant John F. Kennedy, Lieuten-

ant Commanders Lyndon B. Johnson, Richard M. Nixon and Gerald R. Ford, and Midshipman James Earl Carter Jr. (See December 1978 ALL HANDS).

**Q.** What were the “ABCD ships”?

**A.** On March 3, 1883, after months of controversy about the size and material, iron or steel, to be used for naval vessels, Congress appropriated money for four steel ships. *Atlanta*, *Boston*, *Chicago*, and *Dolphin* were built and properly known as the “ABCD ships.”

**Q.** What is this nation’s oldest personal decoration?

**A.** The oldest personal decoration in this country, in origin but not in continuity, and the first to be awarded to individuals regardless of rank, is the Purple Heart. It was authorized in 1782 and only three were awarded before it was discontinued a few years later.

The decoration was revived by Congress in 1932, on the 200th anniversary of Washington’s birth when the War Department announced: “By order of the President of the United States, the Purple Heart established by General George Washington at Newburgh, New York... is hereby revived out of respect to his memory and military achievements.”

The Purple Heart was revived for Army personnel only and it wasn’t until Dec. 3, 1942, that the president extended the award to members of the Navy, Marine Corps and Coast Guard.



**Q.** What was the greatest battle at sea ever fought in terms of numbers of ships involved?

**A.** The greatest sea battle would have to be the Battle of Jutland fought on May 31, 1916, in which 151 Royal Navy warships battled 101 German warships. The British lost 14 ships and more than 6,000 men; the Germans lost 11 ships and more than 2,500 men.

However, the greatest of the ancient sea battles was probably the Battle of Salamis, Greece, on Sept. 23, 480 B.C., in which 190,000 men manning 310 Greek and 800 Persian ships fought each other. (The Greeks were victorious.)

The greatest number of ships and aircraft ever involved in a sea-air action took place at the Battle of Leyte Gulf in the Philippines on Oct. 22-27, 1944. In that battle, the Japanese pitted 65 warships and 716 aircraft against the United States’ 166 ships and 1,280 aircraft.

**Q.** What is the “Black Book of the Admiralty”?

**A.** The “Black Book of the Admiralty,” written during the first half of the 14th century, was the British sea captain’s guide to military justice at sea. In it were described crimes at sea and “appropriate punishments.” For example, a sailor caught for the fourth time sleeping on watch was placed in a basket hung from the bowsprit, given a ration of beer, a loaf of bread and a knife. At his own election, he could starve or cut himself loose to drown. ↓



# Mail Buoy

## Flight of the NC-4

SIR: In your article "For the Navy Buff" (*All Hands*-October 1978) I question the facts stated about the NC-4 on the first trans-Atlantic flight.

I believe the NC-4 left Long Island on May 8, 1919, for Newfoundland and left there on May 6, 1919, for Flores, in the Azores. From Flores she flew to Lisbon, Portugal, on May 24, 1919, and from there to Plymouth (not Portsmouth), England, arriving there on May 31, 1919.—LCDR V.C. Brice, Royal Australian Navy

• *We find that you are indeed correct when you state that the NC-4 landed in Plymouth, England, vice Portsmouth. However, we could not confirm your May 24, 1919, date for the landing of NC-4 in Lisbon. According to United States Naval Aviation 1910-1970: "On May 27, at 8:01 p.m., the NC-4 landed in the harbor at Lisbon, Portugal, completing the first crossing of the Atlantic Ocean by air."*—ED.

## Historic Flight

SIR: I noticed an article in your October issue about the Navy Flying Boat NC-4. I have been told there were only four of these planes made and that there is only one left today. I would like to know who flew these planes and also would be interested in reading more about them. —QM2 Gregory L. Newton

• In the early 1900s, the Navy needed (for anti-submarine work) a large, sea-based patrol bomber capable of flying directly to the theatre of war in Europe instead of using valuable shipping space. In January 1918, the Navy gave Glenn H. Curtiss a contract for four Navy Curtiss (NC) flying boats. Nine months later, NC-1 rose from the water of Jamaica Bay, N.Y., for her first flight. At the controls were Commander Holden C. Richardson and Lieutenant David McCulloch.

On May 8, 1919, three of the planes took off on the first leg of a trans-Atlantic journey. For more on that historic mission, watch for an article in a forthcoming issue of *All Hands*.—ED.

## Boatswain's Signals

SIR: PRECOM duty aboard the USS *Mississippi* (CGN 40) (November 1978) must really be "one tough job," especially since they changed all the boatswain's hand

signals. The chief boatswain's mate on page 16 who was signalling "up five" or "up high speed" probably was astonished to learn that he was actually signalling "to stop letting out the anchor."—LT John D. May, USNR

• *The chief was, indeed, signalling "up high speed" or "up five" at the moment the photograph was taken. However, the chief completed the hand signal to stop (both hands up and fists closed) while simultaneously shouting "Hold it right there" to the deck crew.*—ED.

## One-Navy Concept

SIR: In the Currents section of the December 1978 edition of *ALL HANDS* there is a small but significant error in the listing of CNO objectives. Objective number four is to "Revitalize the One-Navy concept by upgrading the Naval Reserve." In the December issue the term "one-way" was erroneously used in place of One Navy.

The term "One Navy" has a special meaning these days and is a theme that your readers will encounter with increasing frequency. It stems from the Total Force doctrine of U.S. defense posture.

Simply put, "One Navy" means recognizing that our total Navy capability is composed of two principal elements: the active forces and the Selected Reserve that will augment those forces in the event of war or national mobilization. As Admiral Hayward has indicated by including the upgrading of the Naval Reserve as one of his seven

main objectives, we may look forward to more and improved contact and mutual support between the reserve elements and active force units—all in the context of "One Navy."—RADM Frederick F. Palmer, Chief of Naval Reserve.

• *All Hands regrets the error and fully supports the "One-Navy" concept, especially as it relates to the Naval Reserve.*—ED.

# Reunions

• USS *Alcor* (AK 259)—Reunion Sept. 28-30, 1979, in Dayton, Ohio. Contact Robert Redick, 303 Oak Dr., Spencerville, Ohio 45887.

• USS *Fletcher* (DD 445)—Reunion Oct. 11-14, 1979, in San Diego, Calif. Contact Keith E. Snyder, RD #1, Box 167E, Keeseville, N.Y. 12944.

• *Seabees*—1st Navy Construction Battalion. 37th reunion April 27-29, 1979, in Pensacola Beach, Fla. All former members are requested to contact Charles E. Mischler, 29 Sanford Ave., Emerson, N.J. 07630.

• USS *Pittsburgh* (CA 72)—Reunion July 20-22, 1979, in Pittsburgh, Pa. Contact J.C. Ayers, Box 74, Wildwood, Ga. 30757.

• USS *Davis* (DD 395)—Reunion April 20-22, 1979, in Washington, D.C. Contact David S. Fowler, 351 Darlington Dr., Buffalo, N.Y. 14223.

• *Seabees*—302nd Navy Construction Battalion. 32nd reunion July 19-22, 1979, in Chadds Ford, Pa. Contact W. Cowdright, Governor Markham Dr., Glen Mills, Pa. 19342.

• USS *Bell* (DD 587)—Reunion for World War II crew members Oct. 12-14, 1979, in Warren, Ohio. Contact Wallace R. Moore, 190 Dartmouth Dr., Canfield, Ohio 44406.

• USS *Wasp* (CV 7)—Reunion of "Stinger Club" July 20-22, 1979, in Charleston, S.C. Contact George Green, 412 N. Green St., Morganton, N.C. 28655.

• *Guadalcanal Campaign Veterans*—3rd reunion Aug. 7-10, 1979, in Minneapolis, Minn. Contact Graydon E. Cadwell, P.O. Box 1141, Minneapolis, Minn. 55440.

• USS *Miami* (CL 89)—Reunion May 25-27, 1979, in Virginia Beach, Va. Contact S.C. Richardson, 5507 Limeric Circle, Apt. 46, Wilmington, Del. 19808.

## Call for Papers

The Navy Helicopter Association invites representatives of industry and the military to submit papers for presentation at its annual convention to be held in San Diego, Calif., in May 1979. Papers of both general and limited interest will be welcome on any subject related to helicopters and multimission VTOL and should not exceed 30 minutes. Audio and visual aids will be provided.

Abstracts should be submitted to reach the Navy Helicopter Association, Helicopter Combat Support Squadron ELEVEN, Naval Air Station, North Island, San Diego, Calif. 92135, not later than March 30, 1979. Authors of selected papers will be notified by April 15, 1979.

# Stern Shots

Communication between an aircraft pilot and his ground crew on a noisy, busy flight line is limited to hand signals from the taxi signalman.

Check your knowledge of this aviation "ballet" by matching the taxi signalman's signal with the correct instruction.



## (Instructions)

I have command  
Lock wings  
Connect auxiliary power unit  
Move forward  
Cut engines

All clear  
Hot brakes  
Fold wings  
Engine run-up  
Emergency stop

Nose wheel steering, left turn  
Lower wing flaps  
Slow down  
Right turn  
Open speed brakes

Answers: 1 - Open speed brakes; 2 - I have command; 3 - Engine run-up; 4 - Lower wing flaps; 5 - Nose wheel steering, left turn; 6 - Emergency stop; 7 - Connect auxiliary power unit; 8 - Slow down; 9 - Move forward; 10 - Lock wings; 11 - Cut engines; 12 - Hot brakes.

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- Rights and Benefits - Family Assistance

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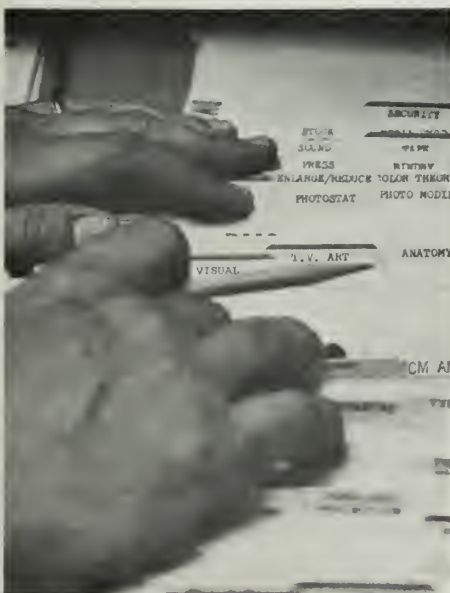


*Early morning UNREP operations in the Ionian Sea, with the frigate USS Brumby (FF 1044) steaming alongside the ammunition ship USS Santa Barbara (AE 28). Photo by Santa Barbara's FN Rodney Kruse.*





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# ALL HANDS

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MARCH 1979 NUMBER 746

Chief of Naval Operations: ADM Thomas B. Hayward  
Chief of Information: RADM David M. Cooney  
OIC Navy Internal Relations Act.: CAPT James E. Wentz

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## Covers

Front: Eight years as America's senior POW in North Vietnam and the Medal of Honor mean VADM James B. Stockdale brings unique qualifications to his job as president of the Naval War College in Newport, R.I. His story begins on page 12. Photo by JO1 Rick Boyle.  
Back: A familiar sight to sailors is the sunrise over Guam. For more on the scenic beauty and challenge of duty on Guam, see page 32. Photo by PH2 Robin Tedder.

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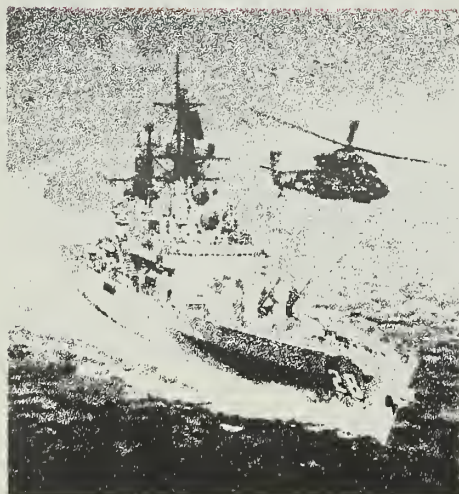
# Currents

## Truett Wins Arleigh Burke Fleet Trophy

"I feel I have the best wardroom and crew of any ship in the fleet." While he admits there might be others in the Atlantic Fleet who feel the same way about their ships, it's hard to argue with the man who has won the Atlantic Fleet Arleigh Burke Trophy for FY 78. Commander Thomas Lynch, commanding officer of trophy winner USS *Truett* (FF 1095) said it was a team effort: "Aboard *Truett* we've had a motto — 'Working together to make *Truett* the best.' That's been our goal." The Arleigh Burke Fleet Trophy is presented annually to that unit which has demonstrated outstanding improvement in battle efficiency with significant accomplishments in enhancing readiness in all areas. "We recognize our superstars on board," CDR Lynch explained. "We've been able to do a lot for the guys who are doing the job above and beyond the normal workday requirements." *Truett*, whose recent operations have included a Mediterranean deployment, an INSURV and a COMPTUEX, is in Boston, Mass., undergoing an 11-month overhaul. Helicopter ASWRON 3 and USS *Skipjack* (SSN 585) also were nominated by their type commanders for demonstrating the greatest improvements in battle efficiency during the FY 78 competitive year.

## FY 1980 DOD Budget

The \$135.5 billion defense budget submitted to Congress in January was characterized by Defense Secretary Harold Brown as lean and austere but enough for a "balanced defense program." The proposed budget is almost \$10 billion larger than last year and includes \$1.8 billion more for Navy programs than the FY 79 budget before adding the Oct. 1, 1979, pay raise. Secretary Brown said the FY 80 budget fulfilled the president's pledge to NATO to increase U.S. defense spending by 3 percent a year in real terms. The FY 80 budget includes a provision for a 5.5 percent military and civilian pay raise in October. The manpower budget request for the Navy supports an active strength force of 528,000, an increase of 4,450 over current levels. Reserve strength in the new budget would be reduced from 87,900 to 48,700 members in a drill pay status. The long-term shipbuilding program which accompanied the budget submission outlines plans to authorize construction of 67 new ships over the next five years, including 15 planned in 1980. The program also calls for conversion of 10 DDG 2 destroyers and a Service Life Extension Program (SLEP) for two aircraft carriers during the same period. For FY 80, more than \$5 billion is set aside in the president's budget for new ship authorization including \$1.6 billion for a new, conventionally powered, 62,000-ton aircraft carrier (CVV), and \$1.1 billion for another *Trident* submarine. Additionally, the president asked for funds to build one DDG 47, six FFG 7s, one SSN 688 and five ocean surveillance ships. Funding for the first DDG 2 conversion and advance procurement for follow-on ships is also included in the total \$6.2 billion request for shipbuilding and conversion. Another \$4 billion is requested for 103 Navy aircraft in FY 80. Included



## Budget

in that figure are funds for 24 F-14, 15 F-18, 15 CH-53E, 12 P-3C, six E-2C, six EA-6B, 22 UC-12B and three EC-13Q aircraft. The president's request for \$2 billion in weapons procurement included purchase of 82 *Trident* missiles in addition to other major items such as air-to-air, surface-to-air and *Harpoon* missiles. Research and development costs accounted for \$4.5 billion of the Navy's budget, and military construction for \$.6 billion. Funds for the Surface Effect Ship (SES) program and the AV-8B *Harrier* aircraft were not included in the FY 80 budget request. The president is submitting an FY 79 supplemental budget request along with the FY 80 request to Congress for approval. That submission requests that funds be added to the FY 79 appropriation to purchase an additional FFG 7 frigate and a guided missile destroyer.

## Keel Laid for Second Patrol Hydrofoil Missile Ship

The keel for the first of five new patrol combatant missile (hydrofoil) ships (PHM) was laid on Jan. 30 in Renton, Wash. The five hydrofoil missile ships, scheduled for delivery to the Navy by 1982, are based on the prototype hydrofoil USS *Pegasus* (PHM 1) commissioned in July 1977. When foil-borne, the PHM can carry a 21-man crew to speeds in excess of 40 knots on its gas turbine-powered, waterjet propulsion unit. PHM armament includes *Harpoon* surface-to-surface missiles, MK 92 gunfire control system, 76mm lightweight gun, and the rapid bloom offboard chaff system.

## 1979 Sailor of the Year Program Announced

The 1979 CNO Sailor of the Year Program is open to active duty men and women in paygrades E-4, 5 and 6 except that those first class petty officers selected for chief are ineligible for the competition. Sailors of the Year will be chosen in the Pacific Fleet, Atlantic Fleet, and from the shore community. To be eligible in any of the three categories, the nominee must have been selected previously as a Sailor of the Month or Quarter during the 12-month period which ended on Dec. 31, 1978. Units not having an ongoing Sailor of the Month or Quarter program may nominate one individual citing the lack of such a program in the command's forwarding endorsement. The Sailor of the Year will be selected primarily on the basis of professionalism and performance, although medals, awards and civic involvement will also play an important role in the selection. OPNAVNOTE 1700 of Oct. 31, 1978, which announces the program, states that its purpose is to recognize the very best all-around sailor in any eligible paygrade, not to limit selection to first class petty officers. Being selected as Sailor of the Year means a meritorious promotion to the next higher paygrade if minimum time-in-rate and time-in-service requirements are filled. Additionally, the Fleet Reserve Association (FRA) will assume the costs of an expense-paid trip for the winners and their dependents to Wash., D.C., to receive official recognition. FRA also will sponsor five days' rest and relaxation for the Sailors of the Year and their dependents at any CONUS location. Atlantic and Pacific Fleet winners may choose a year's duty with their respective fleet master chief. The shore Sailor of the Year may choose to serve a year with the force master chief of the Naval Education and Training Command. Deadline for submission of nominees to the Deputy Chief of Naval Operations for Manpower, Personnel and Training is May 9. Further information on deadlines, eligibility requirements and format is contained in OPNAVNOTE 1700.





## Ecology, Safety Stressed in FY 80 Navy Construction

The Navy's portion of the proposed \$3.7 billion Military Construction Authorization Bill submitted to Congress recently emphasized ecology, safety and energy conservation in construction projects at Navy activities around the world. The Navy and Marine Corps share of the \$3.7 billion measure is almost \$480 million. After the bill is approved by Congress, it will be submitted to the president for signature into law. Although no new construction for family housing is included in the bill, a number of Navy activities would receive funding to modernize enlisted barracks. Naval Security Group Activity, Adak, Alaska, and Naval Station, Adak, Alaska, would receive funds for enlisted barracks modernization. A modernized dining facility is also proposed. A new housing and dining facility for sailors at Naval Weapons Station, Concord, Calif., is included in the bill, as is new unaccompanied enlisted housing at the Naval Submarine Base, New London, Conn. Additionally, the Naval Air Station at New Orleans, La., would receive a barracks modification. Much of the funding in this year's Military Construction Authorization Bill for the Navy would go toward such projects as oil spill prevention, sanitary sewage collection and treatment, air emission control, and industrial waste collection and treatment. Included are funds for fire protection, energy monitoring and control systems, steam and condensate systems, asbestos removal facilities, insulation, ventilation improvements, pier improvements and ship wastewater collection ashore. Naval Station, Keflavik, Iceland, could receive \$16.2 million for a geothermal heating system and Naval Station, Adak, \$19.95 million for housing modernizations and sewage collection and treatment. Other activities which would receive significant construction include Mare Island Naval Shipyard, Vallejo, Calif.; Naval Submarine Base, New London, Conn.; Naval Submarine Support Base, Kings Bay, Ga.; Naval Supply Center, Norfolk, Va.; Naval Air Station, Oceana, Va.; Norfolk Naval Shipyard, Portsmouth, Va.; and Naval Submarine Base, Bangor, Wash.

## CNO Sees a Growing Soviet Threat but U.S. Navy Predominant

While optimistic about the present state of the Navy, Chief of Naval Operations Admiral Thomas B. Hayward told the House Armed Services Committee recently that the growing Soviet fleet is a serious concern. "In the past 15 years, the Soviet navy has steadily grown from a coastal defense force into a blue water navy powerful enough to challenge the U.S. Navy in most major ocean areas of the world," the CNO said. "These impressive developments . . . represent a disturbing trend." ADM Hayward, who was testifying on the FY 80 budget and the Navy's military posture, said Navy weapons on board ship and in the air are the finest anywhere in the world. He said another important ingredient, however, made the U.S. Navy the strongest in the world today. "My optimism about the current state of the Navy stems not only from steadily improving hardware and combat readiness, but from its people whose esprit, competence, and protential continue to impress all who have an opportunity to observe them in action," the CNO told committee members. He indicated some concern over the Navy's ability to recruit and retain adequate numbers of qualified men and women to operate the ships and aircraft of the 1980s. "The long-term key to our numbers problems clearly lies in the area of improved retention. Low retention means a heavy recruiting load and generates high turnover and increased training costs," the CNO stated. He listed a number of factors which affect retention including lengthy and repetitive overseas deployments, the arduous



## Soviet Threat....

demands of sea duty, and the need for a genuine sense of job satisfaction. "Our people must feel that the quality of their life in the Navy is good – and improving – and that they are being properly remunerated in both pay and benefits for their efforts and sacrifices." In terms of combatant capabilities, the CNO said the U.S. Navy today is in good shape and getting better. "It has the flexible, balanced, global capability required to meet current commitments, though its force levels are not adequate to meet those commitments without significant stress on fleet personnel induced by lengthy deployments and heavy work schedules," ADM Hayward said.

## Length of Philippine Tours Extended

Tour lengths for enlisted men and women serving in the Philippines will be increased from 24 to 36 months for an accompanied tour and from 15 to 18 months for an unaccompanied tour. Additionally, the Chief of Naval Personnel announced that duty served ashore in the Philippines now will be credited as shore duty rather than sea duty for rotational purposes. The changes are part of an effort to reduce personnel turnover and increase operational readiness and fleet support. Navy men and women now serving in the Philippines will not be extended involuntarily, nor will they be affected by the type-of-duty change. The changes will affect only those ordered to the Philippines with a PRD at their old duty station on or after April 1 this year.

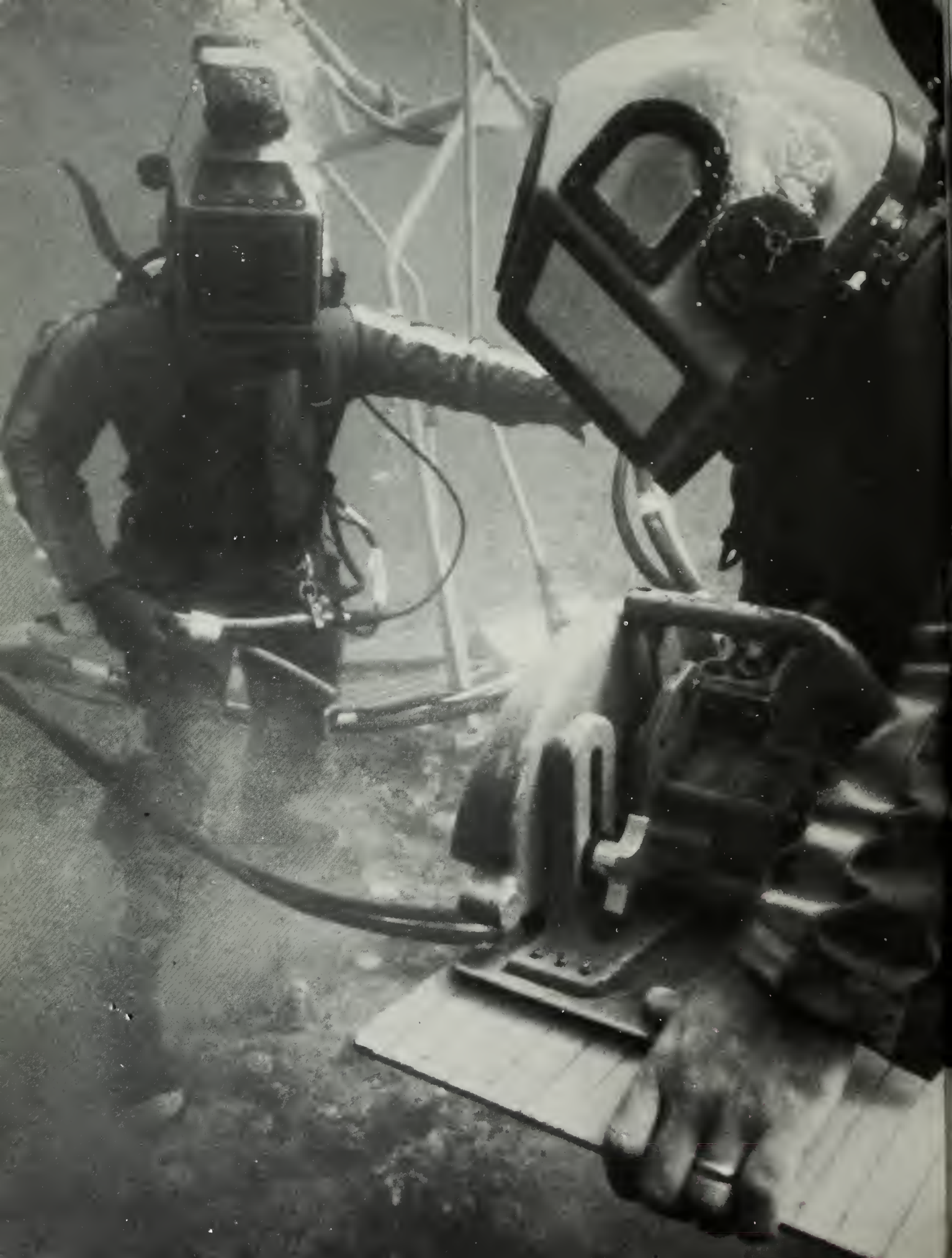
## Retention, Education Levels Up in AVF, Study Says

Though not without its problems, the all-volunteer force (AVF) has fared well over the last six years. Consider these conclusions from a report issued recently by the Assistant Secretary of Defense for Manpower, Reserve Affairs and Logistics:

- Retention of enlisted personnel has increased under the AVF and is well above pre-Vietnam rates.
- The education levels and average test scores of new recruits in all the armed services have steadily improved since the end of the draft.
- The recruit class of FY 78 has the highest percentage of high school graduates in the nation's history.
- Discipline has shown a steady and, in some cases, dramatic improvement since the early 1970s.

How much has all this cost? The report states the costs are within 20 percent of the levels predicted in 1970 and most of the increases are the result of pay raises for junior personnel. The report credits the AVF with offering better opportunities to women and minorities, a choice of training and occupations to new recruits, and improved living standards for junior personnel on active duty. The biggest problem throughout all the armed services is the high number of losses of first-term members prior to completion of their initial enlistment. These losses, according to the report, are up almost 50 percent compared to the same figures during the days of the draft. The report blames loss of GI bill education benefits as one possible reason for a tightening in the enlisted recruiting market. The AVF also has had an adverse effect on the number of physicians in the services, according to the report. It suggests improving the CHAMPUS program as one way to combat that problem. Additionally, the report urges a more responsible standby draft to provide manpower in case of a major war in Europe. As a minimum, improvements were recommended in the standby selective service system.







## Mark 12

# Revolutionary Breakthrough in Deep-Sea Diving

BY JO2 BETTY PEASE

Off Hawaii, Navy divers—looking more like astronauts—descended 300 feet to test what is believed to be the most revolutionary breakthrough in deep-sea diving wear in the last 45 years—the Mark 12 mixed gas diving outfit.

The Mark 12 is a system consisting of a blue and yellow plastic-fiber suit with black rubber boots, mixed gas backpack and squared diving helmet. Divers spent six weeks, recently, testing the suit's efficiency and maneuverability at various depths.

Until the Navy designed the Mark 12, divers had no prospects of diving in anything but the cumbersome Mark 5. The old suit is of heavy canvas, complete with a copper helmet and heavy boots. The old suit has been around since almost the beginning of deep-sea diving.

The new Mark 12 "will make a big difference to the diving world," said Lieutenant Commander Arthur R. Erwin, commanding officer of Pearl Harbor's Harbor Clearance Unit ONE (HCU-1). "Divers will be able to do more work because the suit is more comfortable in the water. And it's safer."

In numerous tests, 33 divers from

HCU-1, three Pearl Harbor-based Navy ships and the Naval Diving and Salvage School in Wash., D.C., suited up eight times a day, six days a week. They completed more than 300 total diving expeditions. The divers repeatedly tested the Mark 12 outfit and its accessories—an underwater television camera system, *Surveyor*, and a new three-way communications system.

A team from the Navy Experimental Diving Unit, Panama City, Fla. (designers of the Mark 12), headed by Lieutenant Maurice Coulombe and Senior Chief Machinist's Mate (and master diver) William Yarley, evaluated the equipment under various situations.

Making countless charts, notes and reports, they recorded every phase of the testing, noting performance and diver reactions when supplying mixed gases in the air hoses. One test proved that the Mark 12 works well for divers even when receiving pure oxygen for decompression.

Though air embolism (the "bends") remains a constant threat to divers, Commander Frederick L. Kavanaugh, project medical officer, said the Mark 12 greatly reduces the risk. "The Mark 12 is an added bonus, medically," he said. "Since the suit is lighter, divers are more comfortable, and the suit is simple to get in and out of.

"Speed is extremely important," CDR Kavanaugh said. "The diver has

*The plastic-fiber Mark 12 offers flexibility, allowing easy movement underwater.*



only five minutes from a depth of 40 feet in which to surface, undress and reach simulated 40-foot pressure inside the tender's recompression chamber. The Mark 12 achieved this surface decompression procedure in three minutes.

When the call to "surface" echoes over the deck of the diving barge, specially trained unsuited teams go into action. The square, "picture-window" helmet goes first, then the boots. The round "neck-dam" and the specially treated suit zippers (unique features of the Mark 12) are pulled, tugged and opened.

Following a 300-foot dive, a Navy diver sat in one of the recompression chambers and said he felt "hunky-dory." He was just one diver to be delighted with the new Mark 12.

Other divers, too, had favorable comments about the new rig. "The weight is



well placed," said one. Boatswain's Mate First Class Hayden V. Spalding agreed. "The old Mark 5 made the weight rest on your shoulders and

head," he said. "The Mark 12 has a 35-pound helmet, 60 pounds of weights in the legs, and (for mixed-gas, deep-sea diving only) a 65-pound backpack."

Overall, the lightweight outfit is more flexible and provides greater visibility than earlier contraptions. The new suit is so flexible that a few of the divers experimented successfully in a game of underwater "checkers."

The *Surveyor's* TV system and the

improved communications equipment also rated high in the tests. Before the Mark 12, only hand-held, "ray-gun"-type underwater cameras were available.

"The *Surveyor* can be affixed to the Mark 12 helmet," said Senior Chief Machinist's Mate Michael Anderson. A master diver with 11 years' experience, Anderson appreciates the smaller, more convenient camera unit. "In fact," he said, "the diver usually forgets it's there. He's able to function with both hands free for working."

The Mark 12's improved communications system, according to LCDR Erwin, is another great advance in deep-sea diving.

"The old Mark 5 had a 'shhhhhh' sound from air being pumped inside the helmet," he said. "The Mark 12 is silent. In fact, many divers first going down with the Mark 12 are somewhat at a loss because they don't hear air or mixed gas coming to them."

With diver speaking to diver, diver to surface, and surface to diver, the recent tests demonstrated that the equipment offers a considerable improvement. Before, with the Mark 5, "divers sounded like Donald Duck," said Erwin, "but with Mark 12's unscrambler, it's easy for us to figure out what they want."

All the data from the tests are now at laboratories being double-checked and evaluated. A full-scale operational evaluation will determine Mark 12's future for use with mixed gas. The system has been approved for service use with air.

If the initial reaction is any indication of its acceptance, the Mark 12 will soon be an integral part of the Navy's diving community. ↓

*Photos by PH3 Lawrence R. Sandwick*

*Facing page: The squared diving helmet of the new Mark 12 diving suit is light and offers better visibility. Members of Harbor Clearance Unit One which tested the Mark 12 recently at Pearl Harbor. Below: Two divers come up from below; one has the "Surveyor" system attached to his helmet.*





# A better way of doing business

introducing  
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## Civil Service Reform Act



On Jan. 1, 1979, the Civil Service Commission, an agency of the U.S. Government since 1883, quietly went out of existence. In its place were created two new agencies, the Office of Personnel Management and the Merit Systems Protection Board, plus an independent Federal Labor Relations Authority.

This major shift was a result of a presidential reorganization which took place so that the Civil Service Reform Act, signed by the president on Oct. 13, 1978, could be implemented. The Civil Service Reform Act (CSRA) of 1978 was passed to boost government efficiency while still protecting the rights of employees and management. The act affects 2.1 million civil service employees, 308,739 of whom are Navy civilians.

Under CSRA, many long-standing features of civil service employment will disappear. Certain levels of managers and supervisors will no longer be eligible for within-grade periodic step increases. Super grade executives (GS-16, 17, 18) will be invited to join the Senior Executive Service with its bonus provisions while GS-13, 14, and 15 managers and supervisors will be placed under a Merit Pay Provision Plan.

Also, each agency will develop its own performance appraisal system to replace the current federalwide performance rating system.

Throughout the government, the Senior Executive Service will consist of about 8,000 senior executives from GS-16 up through executive level IV and those in equivalent public law positions. Those eligible can join SES voluntarily. Those who enter government service after July 13 will automatically be members of SES. They may earn bonuses and meritorious rank through exceptional service, but they also may be removed from SES for failure to meet performance goals. SES was designed to encourage performance and productivity by making salary increases dependent upon performance. Agency boards will review candidates' qualifications.

Under the Merit Pay Provision Plan, pay increases for more than 72,000

managers and supervisors at grades 13, 14, and 15 will be keyed to performance. Annual merit pay will be awarded to those who excel as managers. This merit pay system is expected to go into effect by Oct. 1, 1981, with an earlier phase-in date authorized. Some 20,000 Navy managers and supervisors in these grades will be moved into this plan.

Many other reforms will take place as a result of the CSRA. For example, the Federal Labor Relations Authority will have the force of law to protect basic rights of employees and their representing unions. Under the old system, these provisions had only the force of an executive order.

The Merit Systems Protection Board will hear and decide appeals from employees. Its special counsel will be authorized to protect "whistle blowers" who previously had no protection. Under the previous system, the Civil Service Commission was faced with a dual role of representing both employee and management. The new board will assure that employees' rights are respected.

Each agency will be required to conduct recruitment programs for minorities and women. The Equal Employment Opportunity Commission will determine under-representation and will establish recruitment guidelines.

Veterans preference will be modified so that preference for non-disabled military retirees who leave military service at rank of major or above will be eliminated in hiring procedures. New benefits will be provided for veterans disabled 30 percent or more. Also, changes will be made in salary systems for military retirees appointed to civil service jobs.

## Senior Executive Service

Navy's response to the Civil Service Reform Act of 1978 was swift.

On Jan. 11, 1979, the Reform Act

took effect. On Jan. 18, W. Graham Claytor Jr., the Secretary of the Navy, outlined the Navy's planning for the Senior Executive Service to some 400 civilians in GS-16, 17, and 18 or equivalent public law positions who are eligible for SES. Military executives in the shore establishment, most of them of flag rank, who are superiors of the civilian executives, also were at the briefing.

Secretary Claytor spoke of the SES as a "one-time opportunity." He told the gathering that the CSRA basically means a better way of doing business and said he sees the new performance appraisal system as the keystone of efforts. In SES, bonuses will be available for outstanding performers while those who do not measure up will not be eligible for bonuses or promotions.

On March 15, executives in positions designated as SES-type will be officially invited to join the SES. They will have 90 days to convert. If they decline, they will be allowed to remain in their current appointment authority and will still be rated, but they will not be eligible for promotion nor will they have fallback rights to a lower grade.

Although the Senior Executive Service becomes operative in July, the new salary rates won't take effect until Oct. 1. The top base salary is established at \$52,800. Considering bonuses and stipends, however, a member of the Senior Executive Service could earn as much as \$66,000 in one year. An additional benefit in SES is that there is no limit on annual leave accumulation.

The Navy is responding just as rapidly to the other changes which must be made under CSRA. It is formulating plans for the 20,000 Navy employees in grades 13, 14, and 15 who will come under the Merit Pay Provision Plan.

The Navy also is designing, with the help of private contractors, new performance evaluation systems. The performance appraisal system for the SES must be ready by July 13 when SES will be operational throughout the government. Eventually, the performance of every Navy employee will be evaluated under the terms of new plans.

—J.E. Dumene



## VADM James B. Stockdale

# Breaking locks and finding answers

BY LCDR O.J. MARQUEZ

*Jim Stockdale, a Navypilot, was shot down over Vietnam in September 1965. He spent the next eight years in captivity—more than four of those years in solitary confinement. He was tortured 15 times, emerging from the ordeal with a permanently maimed leg but with spirit and mind strengthened.*

*In 1973 he returned to the United States and was reunited with his family. Now a vice admiral and President of the Naval War College, he wears the light blue ribbon of the Medal of Honor. What he learned in the crucible of prison camp, he believes, is priceless beyond measure.*

This article grew out of an interview conducted by the author in the making of a documentary film featuring Vice Admiral James B. Stockdale for "CNO SITREP 30"—a new 30-minute film and videotape program highlighting Navy people and events for fleetwide distribution. VADM Stockdale's segment will be a part of Edition Three of CNO SITREP 30 scheduled for release in May 1979.

It would seem like a routine, uneventful assignment for a veteran three-man Navy film crew to do a short profile on the man who runs the Naval War College at Newport, R.I. But it wasn't.

The white-haired, blue-eyed officer in front of the camera wears 25 personal

combat decorations including the Medal of Honor. He is Vice Admiral James Bond Stockdale. He speaks of love, courage, and the strength he draws from the classics.

The camera begins to roll.

"Admiral, you have paid your dues. You have served the Navy and your country well beyond the call of duty.

Why do you choose to remain in the service?"

*Below: Ending eight years' confinement as a prisoner of war, then-CAPT James B. Stockdale (right) arrives at Clark Air Base in the Republic of the Philippines. Waving to the welcoming crowd is fellow prisoner, Air Force COL Robinson Risner. Right: VADM Stockdale demonstrates how he used his prison-issue enameled tin cup as a listening device.*







Stockdale is seated in his office. His window overlooks Newport Bridge, spanning historic Narragansett Bay. His left leg is stiff; it projects straight out from the chair—almost parallel to the floor. Broken twice by Vietnamese prison guards, the leg won't bend at the knee.

"There was never any question in my mind when I came out of prison that I wanted to devote all my energies to my service and my country. To leave at that point would have been like turning in your football uniform when the team was behind 13 to nothing. I came home from that experience feeling, first of all, confident in the superior ability of Americans, and the overwhelming superiority of our military might.

"And I just felt that it is *my* country

*Right: As President of the Naval War College, VADM Stockdale spends much of his time in meetings. Below: The admiral and Mrs. Stockdale near their home on the college's campus—Mrs. Stockdale jogs regularly.*







and that I want to have something to say about how it's protected."

The admiral's chair is next to a small, circular conference table. He reaches and picks up an enameled tin cup. It is chipped and banged up—it is conspicuously incongruous in the mahogany paneled office. It stands out among the more traditional coffee mugs also on the table, each decorated with ship or squadron emblems.

He holds the cup and stares at it momentarily.

"You know this may look like a receptacle from which I would take a drink. It was that for eight years, but it was much more. It was my link with sanity and with my community. It was my link with the world. This enameled tin cup is similar to those that hang on the pumps of most farms in Illinois from where I come.

*Left: Walking with his longtime friend, Sen. John Glenn. Left, below: Teaching his new course, "The Foundations of Moral Obligations."*





"Its material is very crucial. It transmits sound well." He raises the bottom of the cup to his left ear.

"What you can hear with your ear to the wall can be greatly magnified if you put the cup between the wall and your ear and press down on it. This cup really got banged up over the years. Whenever we were moved, our hands were tied behind our backs and we were blindfolded. Then some guard would grab this and throw it in the back of the truck. I've heard it jangling on sidewalks and down ditches. And I would just pray that I would get the cup back when I got to my new cell.

"The Vietnamese thought it was only a drinking cup. But without this cup, I would have been out of the society of the prison camp. Thank God they didn't know that."

The admiral carefully sets the cup on the table. His mind rushes back to Hoa Lo prison, or "Alcatraz," where he said he spent "some of the *best* years" of his life.

Stockdale spoke of the years which began in September 1965 when he was shot down while leading a bombing run over Thanh Hoa. It is not possible for him or any of the prisoners today to forget the years of loneliness in rat-infested cells, the hunger and the unspeakable torture.

But what he likes to remember most is the bond of love forged among fellow prisoners, and how their commitment to their own honor, integrity and country enabled them to summon astonishing courage in order to survive and ultimately win.

During his four years in solitary confinement, Stockdale says he sorted out who he was. "I was searching through and refining my bag of memories. The values were there but they were all mixed up with technology, bureaucracy and expediency. The values had to be brought out in the open.

"I discovered what a tremendous file-cabinet the human mind really is. You can memorize an incredible amount of

material. You can draw out the past with remarkable recall by simply easing slowly toward the event, not crowding your mind too closely.

"You'll try to remember who was at your birthday party when you were 5 years old and you can bring it back, but only after months of effort. You can break locks and find answers. You need time and solitude to learn how to use this marvelous device in your head which is the greatest computer on earth.

"Of course many of the things we recalled from the past were utterly useless as sources of strength or for practical purposes. Events brought back from cocktail parties were almost repugnant because of their emptiness, their lack of value.

"More often than not, the locks

*VADM Stockdale regularly uses the college's swimming pool and moves effortlessly through the water despite a stiff left leg which he can't bend at the knee.*



worth picking had been on old school-room doors. Schools days can be thought of as a time when one is filling the important stacks of one's memory library."

In prison, Stockdale carefully distilled the influence and lessons of his life. He discovered that his real strength came from the knowledge of history and the classics.

"Those school years provided me with more tools to resist my tormentors than all my military training. I drew strength from Epictetus, the Roman philosopher who wrote in his "manual" for the Roman field soldier:

"It's better to die in hunger, exempt from guilt and fear, than to live in affluence and with perturbation" (and) "Lameness is an impediment of the body but not of the will."

Those statements were particularly significant to the admiral, who said perturbation was what he was living with. He was also unable to stand up or physically support himself on his badly broken leg from time to time in prison.

The Navy film crew tagged along as the admiral walked around the campus with a visitor—his long-time friend, U.S. Senator John Glenn, a former astronaut. In the mid-'50s, the two were in the same test pilot class at Patuxent River, Md.

"Stockdale is one of my all-time heroes," says Glenn proudly. He recounts the admiral's resistance to torture and his self-inflicted wounds to stop interrogation about prisoner organization or to prevent his captors from using him in propaganda films.

Glenn explains that Stockdale's devotion to his country defied description. "You know many of us have been in combat or have had a dedication to duty in different projects, whether it's been in the space program or whatever.

"We've experienced periods of dedication where you just sort of put your country and what you thought was right ahead of everything else for a few minutes at a time.

"You make a combat run—you grit your teeth and you go in and a few minutes later, you're out of it. And in the

space program, you're in it for a few hours, a few days or weeks and you're out of it. But when I think of Jim in the prison camp going through the things he went through and keeping the same kind of devotion for eight years, to me that's simply incredible!"

At the swimming pool where the documentary filming has progressed, the admiral seems to move effortlessly through the water. In between a few laps he talked to the crew by the side of the pool.

"I couldn't run, I can't run now because of my stiff leg. But in prison I'd do sit ups and push ups. I did 400 a day for years. I could even do them in portable leg irons.

"I didn't do all 400 at once. I did them in patterns. Some of my fellow prisoners became real gymnasts. They could walk on their hands and do push ups from that position without support. I could never do that. It's particularly important that we seagoing people have a regimen—a regular exercise program because of our confining shipboard duty, and the wear and tear of the nervous system after months at sea.

"I think that one of the positive changes in the country when I came home was to see all these people jogging and skiing. Sports and health consciousness have really swept America.

"In prison, it was quite obvious that a weak body had a debilitating effect on the mind and on personal resolve. So we exercised every day."

While the long prison days trigger memories of torture, Stockdale says there were times when he was simply overcome with laughter. "You cannot really appreciate how much strength I gathered from those cocky, talented American fighting men... and you'll never know the meaning of love until you come across some American humor after a long period of isolation.

"Imagine my predicament one cold November morning. It got cold in those clammy cell blocks. 'Been shot down for three months and hadn't been within ear shot of an American voice.

"I'd been sick; I was crippled. I was on my feet, on crutches for the first time. I was pushing a rusty bucket down a dark

passageway. It had been my toilet can the night before; I was scooting it along with my good leg. I was led to a cell with an improvised shower, an old rusty shower head on the back bulkhead over an open drain. The guard grunted, slammed the door and bolted it. The idea was for me to dump my bucket and take a shower.

"I was totally depressed until, in the dim light, under a nail hole in the concrete below the shower head, I was able to read some American's words etched in very small print: 'Smile, you are on Candid Camera!'

"That made my whole month. I knew it couldn't be all that bad because somebody else was around—some fellow American prisoner with a sense of humor.

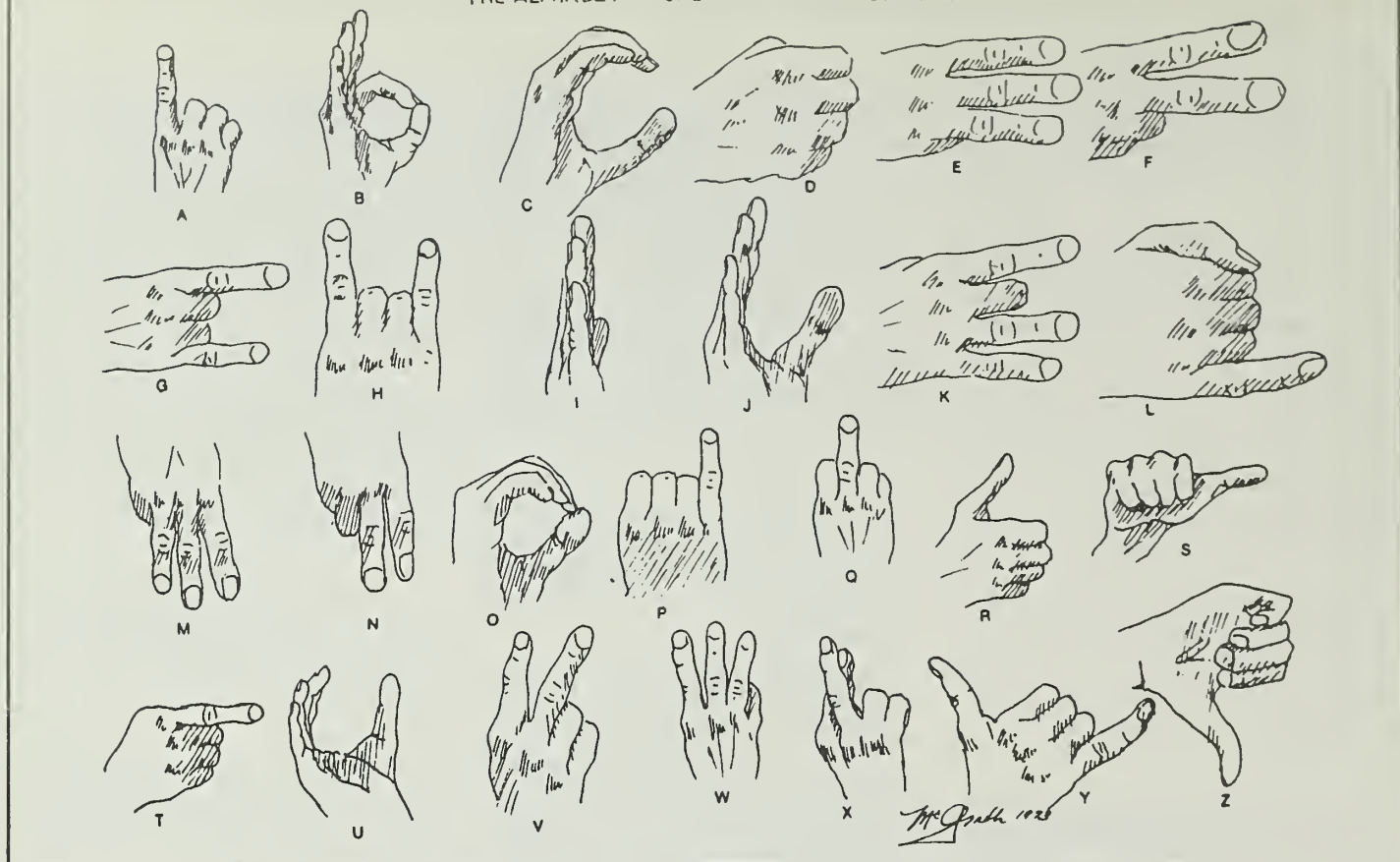
"Soon there were other people in those cells and I got to know them. There was great penalty for communicating, so we'd whisper surreptitiously. One day a new guy came in; he had just been picked up. I remember his very first words to us under his cell door: 'They never told me about this when they were trying to get me to join the ROTC. The only thing they told me about was the graduation ball.'

"Then there was this air crewman, a medic, who had been shot down in a helicopter. One morning when we were whispering and feeling cold and depressed he said, 'They were right when they told me in boot camp you just can't buy experience like this.' Prison humor between cells was never coarse, but more often tongue-in-cheek and always good for a belly laugh.

"Americans have the ability to take a pathetic situation and make a joke out of it. Their humor is symbolic of that spirit of spontaneity and intelligence that makes them a force that can't be topped in this world."

Even when the odds were all in the enemy's favor, American ingenuity prevailed in the prison camp. Stockdale tells of how the prisoners stood united against their captors—never giving in, never becoming traitors. He tells of the massive underground communications network they had and how in the quiet solitude of the evening he would tap his





messages of instructions, of plans, of encouragement.

The prisoners developed their own code. They learned it by heart and taught it to new arrivals. Messages were passed not only by tapping but by hand flash, by knotting strings pulled from blankets, and by writing coded messages on toilet paper left in certain places.

A bent wire of a "honey bucket" might alert prisoners as to where a message could be found. A pole, almost imperceptible, nodding in and out of a vent pipe gave meaning, and so did the way a man walked, coughed or sneezed.

When the Vietnamese learned the prisoners' tap code and tried deception by sending their own messages, they were easily thwarted.

"For one thing, they could not even imitate our call-up sign signal—the old 'Shave and a haircut' rhythm and 'two bits' response," explained Stockdale. "That tapping rhythm came naturally to us. Americans knew one another's touch on the wall just like old Navy radiomen knew the man on the distant speed key. We always knew when the Vietnamese were trying to deceive us.

"Through these various forms of communications the prisoners kept each other's hope alive. Unshakable bonds of friendships were formed among men who never saw each other until after years of 'tap' conversation."

The familiar "Stockdale gram" that penetrated the prison walls in Southeast Asia and which gave desperate men the will to live, today continues to be heard halfway around the world. It is heard in the halls of learning at the Naval War College in Rhode Island where some of the finest military minds are sent for advanced studies.

As its president, Stockdale has added a course in military ethics this academic year as part of the traditional triad of strategy, management and operations. On the intellectual shopping list the students may now elect to take beyond their required core program is a course entitled "The Foundations of Moral Obligations" which Stockdale himself teaches.

"It's based on classic philosophy and literature. It's just an excursion through some old-fashioned classics," the admiral modestly explains as he stands up to get ready to meet with his class.

\* Reprinted with permission from Prisoner of War: Six Years in Hanoi by LCDR John McGrath USNIP, Annapolis, Md.

But for the 100 students who have chosen to take Stockdale's class this year, the excursion has taken them deep into the philosophies of Aristotle, Plato, Epictetus and Kant and to more recent authors as Lenin, Emerson, Dostoyevsky and Solzhenitsyn.

"There is an intellectual basis for commitment to *duty, honor and country*—it's called moral philosophy. I want to get into people's heads by letting them wrestle with the intellectual roots of what I call *military ethics*."

The man who has given so much to his country and has chosen to remain in uniform, walks purposefully—with a slight limp—on his way for another session with his students.

"If I can nurture the spark in the breasts of only a few of these wonderful officers who come to Newport, I think I will have done something for my country."

(Photos by LCDR O.J. Marquez and PH1 Richard J. Boyle)

# Bearings

## Containing Spill

Racing against time, Seabees and Roosevelt Roads Naval Station personnel helped avert contamination of the scenic shoreline on the northeast coast of Puerto Rico recently when a 126,000-gallon oil spill threatened to invade the beaches.

It all began when rough seas forced a commercial oil company barge to hit a reef. This caused cracks in the forward crude oil tanks and ripped a large gash in her after tanks. As the black oil gushed out, it spread over a 25-mile area, carrying it toward the naval station. The nearby Navy base was immediately alerted.

Fast action and teamwork prevented the on-rushing hazard when 70 Seabees from the Naval Mobile Construction

Battalion (NMCB) 133 lined the beaches west of Mundo Point to halt the advancing oil slick. They began setting 1,700 feet of oil-confinement booms to retard the floating menace. Naval station skimmer boats launched into the choppy seas managed to pick up about 3,000 gallons of oil before seaweed and thick crude oil clogged the siphoning pumps.

The bulk of the job was left to the men wrestling with the heavy containment booms and to the cleanup crews who used foam and dried grass to absorb the greasy mess.

When the crisis ended, the men were pleased with themselves for a job well done. They had prevented a near disaster. Because of them, the beaches remain clean and safe for others to enjoy. —By JO3 Jeff Powers

## Last of the P-3As

The last Navy P-3A *Orion* aircraft was phased out of active service Nov. 13, 1978, "when Lima Mike 11" took off from Naval Air Station, Brunswick, Maine, with a veteran crew from Patrol Squadron 44 (VP 44). It was a routine, two-hour anti-submarine surveillance operation—but it marked the end of an era in naval aviation. It was the last operational flight of a P-3A *Orion* by an active duty squadron.

The flight also marked transition to the new P-3C Update II *Orion* by VP-44, the first squadron exclusively outfitted with the new plane. The 13-member crew has a total of 172 years of service and 42,500 total flight hours.

The P-3As will continue, of course, in the Naval Reserve.



## Steaming on Salt

Molten salt heated to 385 degrees C (725 degrees F) will be converted to ready-to-use steam at 800 p.s.i. for heating homes, offices and working spaces. This is the plan unveiled recently by the Naval Research Laboratory in Wash., D.C., when work began on a unique boiler tank.

The prototype tank is the key component of a new concept called SOL-CHEM developed by NRL's Dr. Talbot A. Chubb.

"The energy storage and transfer tank operates very much like a home pressure cooker, but at a higher temperature



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and on a massive scale," said Dr. Chubb. This fusion process concept could be the forerunner of much larger storage systems for industrial or military uses," the NRL scientist said. "These tanks will someday be used in large solar thermal power plants where energy collected during daylight would be made available at night.

"In NRL's experimental tank, the heat input will be by means of electrical heaters," Chubb said. "But eventually, in large commercial storage tanks, thermal input could be supplied from any source of high temperature heat, such as nuclear reactors, fossil fuels or solar thermal collectors."

The tank under construction will measure 10 feet in diameter and be 12 feet high, actually a storehouse for about 2,000 kilowatt hours of thermal energy. Salts in large steel cans will absorb energy at an input rate of 150 kilowatts, while turning out up to 500 kilowatts of power, the transfer being accomplished by a method of evaporation and condensation.

NRL's Director of Research, Dr. Alan Berman, said the tank "will store energy 24 hours a day, making it an important contribution to our nation's energy efforts."

NRL's new developments in energy storage and transfer are being jointly supported by the Office of Naval Research and the Department of Energy's Division of Energy Storage.

## Increasing Readiness

Overhaul. That's when a ship's home-port is exchanged for a shipyard; when the crew makes major modifications to ship components; and when new systems are installed.

Although an overhaul is recognized

as difficult, the guided missile cruiser USS *Fox* (CG 33) is tackling her overhaul at Bremerton, Wash., in a different manner.

USS *Fox* is implementing the Chief of Naval Operations' Pilot Ship Program for crew training during the shipyard period. Under the program, a significant part of the work package normally accomplished by the ship's force has been allocated to the shipyard for completion. This, coupled with additional funds from CNO, will allow the ship to send a greater number of crew members to outside schools as well

as to set aside more time for shipboard training.

The goal of the program is to increase crew readiness while ships are in overhaul. The information collected by *Fox* will determine the future of the new concept.

## In Memoriam

Near sundown on Nov. 8 last year, snare drums echoed once again over the one-time campground in Annapolis, Md., where, in 1781, French and American troops under Count Rochambeau



paused en route to the climactic battle of Yorktown.

As the bugle sounded taps, a wreath was laid in memory of those French soldiers and sailors who gave their lives in America's fight for freedom, at a monument believed to be the first in the world dedicated to the unknown dead of any war.

The French Ambassador, Francois de Laboulaye, joined Maryland's Acting Governor Blair Lee III, and Midshipman Robert Smout, president of the U.S. Naval Academy French Club, in placing the wreath—an annual

ceremony sponsored by the midshipmen for the past dozen years.

Troops in colonial army attire, veterans of more recent wars and descendants of others, and a contingent of midshipmen from the Naval Academy joined American and French officials.

Approximately 150 French veterans of World War I participated this year along with community representatives of the *Alliance Francaise*, the Order of Cincinnati, Sons and Daughters of the American Revolution, and Military Order of the World Wars.

The monument initially was dedi-

cated in 1911 by then-President William Howard Taft.

## Australian Visit

On her first deployment, USS *Hewitt* (DD 966), one of the new *Spruance*-class destroyers, pulls into Sydney, Australia, (see below) past USS *Niagara Falls* (AFS 3). The two ships, along with USS *Kinkaid* (DD 965), another new *Spruance*-class destroyer also on her first deployment, participated in *Longex 78* off New Zealand.





# The Advancement System

## Behind the scenes

STORY BY JOI DAN WHEELER  
PHOTOS BY PHI TERRY MITCHELL

*After breezing by some and agonizing over other multiple choice questions on a Navywide advancement examination, few people would compliment the Navy for a job well done. But, that is exactly what a U.S. House of Representatives' committee did 10 years ago after completing its investigation of military enlisted promotion systems. Congress concluded that the Navy's advancement system was superior to all others because it is totally visible to participants.*

*Every sailor knew then, and knows today, what must be done to be advanced. Each understands the importance of performance, exam scores, awards and an assortment of other items in figuring the final multiple—that all-important calculation based solely on a person's overall qualifications and experience.*

*Step by step, the advancement process is outlined in training manuals. Detailed information is available from Navy career counselors. Qualifications for advancement in each rating are outlined in The Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards (NAVPERS 18068-D).*

*Just as Congress noted, all who want to advance in the Navy have the "how-to" information at their fingertips. Therefore, this presentation doesn't delve into minute details already outlined in official manuals and instruc-*

*tions. Instead, it highlights the advancement process and explains the behind-the-scenes operation of the entire advancement system.*

★ ★ ★

"The most important requirement in the enlisted advancement system is the CO's recommendation of individual candidates," said Walter Birdsall, educational specialist at the Naval Education and Training Program Development Center (NETPDC) at Pensacola, Fla. "When a CO recommends a sailor, that means the person is qualified in all respects to assume the duties and responsibilities of the next paygrade."

In the past, some CPOs, division officers and others all the way up the chain of command thought the advancement exam would disqualify marginal candidates. This, according to NETPDC officials, is not true.

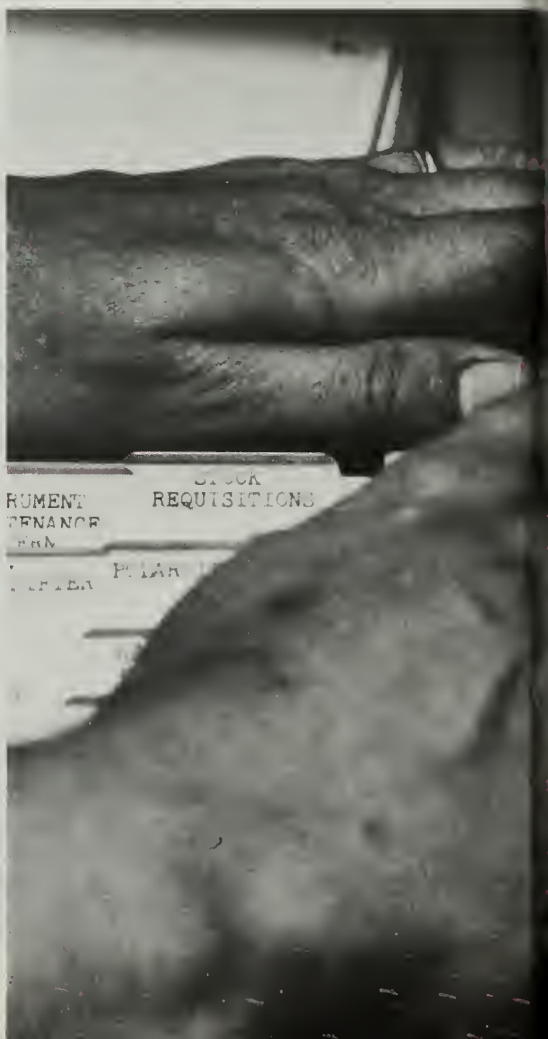
"The exams will not qualify not disqualify anyone," said Commander H.V. Fischer Jr., NETPDC's Deputy of Training Programs and Exam Development. "COs are tasked with making honest and conscientious performance evaluation and advancement recommendations. It is the CO's responsibility to recommend *only* those people who are fully qualified. Therefore, we can assume when authorizing advance-

*Because Navywide advancement examinations are "discriminating" tests, each exam writer must maintain a bank of potential questions of the "should know" variety. The answer to each question in the bank must be contained in a reference listed in the rating's Occupational Standards or Bibliography Sheets.*

ments that every individual is qualified and any or all should be advanced if manning quotas permit."

### Discriminating and Qualifying Exams

"Man, oh man. There wasn't anything on that exam I *have* to know to do my job" has been the lament of Navy people for years. Usually, if the truth



were known, the disgruntled sailors were admitting they didn't study all references listed in their rating's *Occupational Standards* (NAVPERS 18068-D, Change "X") and *Bibliography Sheets* (NAVEDTRA 10052-Z), both of which are available from their educational services officer (ESO).

Still, there is some truth in the complaint. Navywide advancement exams were not designed to test *must know* information. When an individual is recommended for advancement, the command is certifying that he or she already knows the *must know* information. That leaves only the *should know* and *nice to know* information as testable material.

How do the three differ? Consider an example from the journalist rating.

- \* Every JO *must know* how to scale a photograph for publication.

- \* Every JO *should know* several methods of scaling a photograph.

- \* It would be *nice to know* how many methods there are of scaling photos.

So, *must know* information is that knowledge a petty officer must have to function effectively. *Should know* information is that knowledge which places a petty officer a notch above those who have not applied themselves as diligently. (*Should know* is the information tested on advancement exams.) *Nice to know* information is just that, and is not generally tested because most of it has no practical application.

"Our exams do not 'qualify' people for advancement—COs are supposed to do that," said Master Chief Signalman Jerome Dederich, an NETPDC exam writer. "Navywide exams merely rank already qualified people from the most qualified to the least qualified. Their final multiple shows how they stack up against everyone else who took the exam."

That is the purpose of advancement exams in the petty officer paygrades—to place people in order of competence based on their overall job knowledge. Advancement exams for E-4 through E-

9 are discriminating exams—they discriminate between *qualified people* of varying abilities and knowledge.

On the other hand, qualifying exams, such as the seaman's exam, contain questions of the *must know* variety. To pass such an exam, a candidate must know the answers to certain key questions about the essentials of a job.

It gets tougher to advance the higher one goes because of keener competition for fewer billets and lower manning quotas in the higher paygrades. At the beginning of the advancement ladder, however, an unqualified person could become a petty officer simply because of good recall of rate training manual material and the CO's recommendation. "When that does happen, and I'm not implying that it happens often," said Commander Frank E. Bassett, Deputy for Enlisted Advancement, "it hurts the individual because he or she is unable to handle increased responsibility. It hurts qualified people because there is more competition for advancement where, perhaps, only a few billets exist. And it hurts Navy commands because they have to function, at least temporarily, with an unqualified person in a position of responsibility."

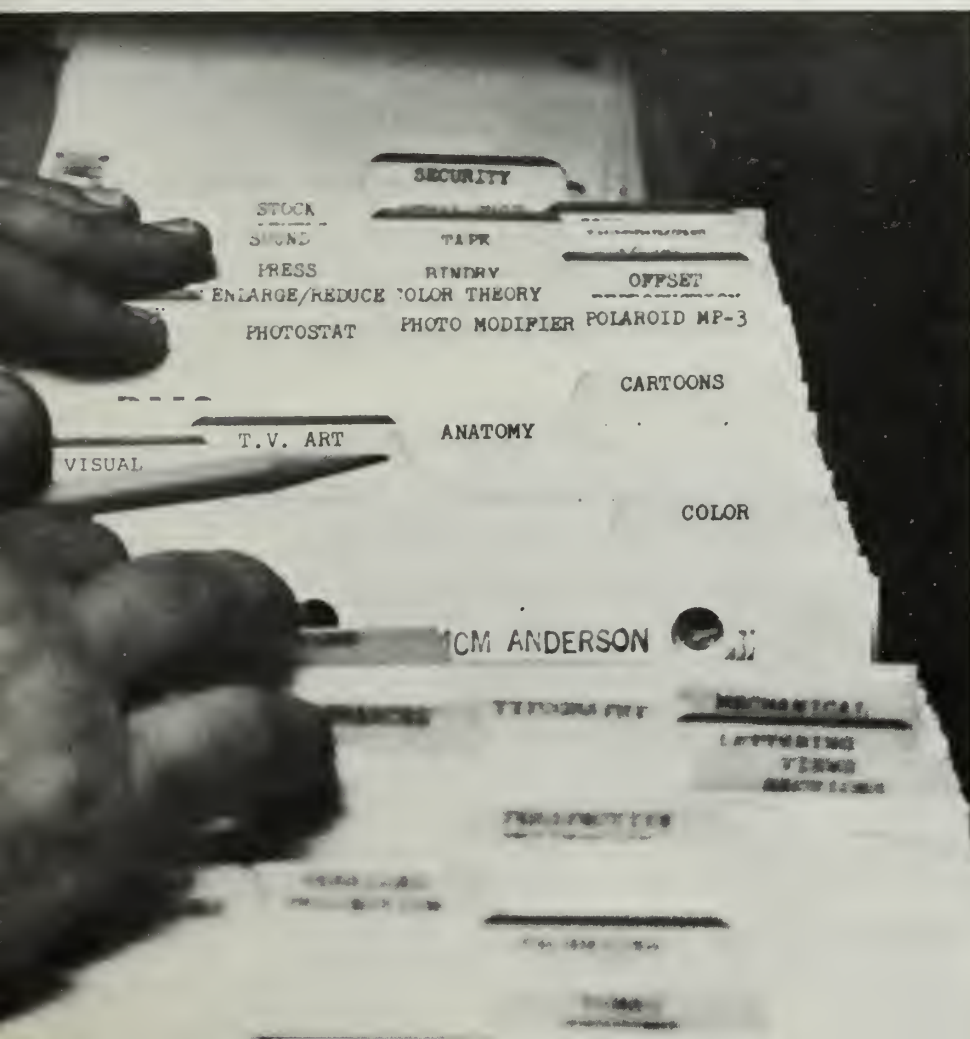
### P-Values and Other Mysteries

Navy people sometimes wonder how, or if, 150 multiple choice exam questions can measure an individual's job comprehension. The answer lies in statistics.

"We are trying to test people's total occupational knowledge," said Phil Baranowski, an NETPDC statistician. "Since we couldn't possibly ask the thousands upon thousands of questions this would require, we use a statistically valid sample of 150 questions, each of which has four answer choices."

"We assume candidates are qualified for advancement," he said, "so the test doesn't distinguish between those who are and those who are not, but it simply ranks them according to their *should know knowledge*."

Following an exam, each test question is computer-analyzed and assigned a P-value. Each P-value represents the





# The Advancement System

percentage of people who answered a particular question correctly. For instance, a P-50 means 50 percent of those who answered it, got it right. (This, incidentally, is considered the ideal question.)

"Each question in the acceptable range of difficulty, say P-40 to P-60, may appear on a later exam," Birdsall said. "Obviously, we can't ask the same question repeatedly or everyone would know what questions to expect. However, we do draw on previously asked questions when writing new exams."

NETPDC personnel also evaluate incorrect responses. Each answer choice must be feasible because "we are testing people who know their rating," Birdsall said. "What have we accomplished if we ask these 'experts' to choose between one obviously valid answer and three obviously incorrect answers? Each alternative has to be so plausible that a person with only superficial knowledge will select an incorrect response."

No one scores 150 on a Navywide exam; the highest score is 80. (Only one out of every 400 scores that high.) This is because raw scores, which are the number correct out of the total asked, are converted to Navy Standard Scores ranging from 20, a failing score, to 80, the highest score.

"In my 15 years at NETPDC, I have never seen an exam which resulted in a

perfect raw score," Baranowski said. "The highest legitimate score was 120 correct responses. To write 150, you'd have to know everything about every aspect of your rating."

Navy Standard Scores are representative of statistical percentiles. They are computed on the basis of the mean and standard deviation found in each group of exam takers. Generally, a standard score of 80 is in the 99th percentile; a 50 in the 50th percentile; and a 35 in the 6th percentile.

"Raw scores have to be converted to Navy Standard Scores to be meaningful," Baranowski said. "A raw score of 102, for instance, may seem low out of a possible 150, but if it is 15 points above the second highest score, it's a very good score. A Navy Standard Score of 79 or 80 makes the raw score of 102 immediately recognizable as an excellent accomplishment."

The pass/fail cutoff point, which varies with each paygrade, is only slightly higher than the score which could be written if a person guessed at all the answers. It is a failing score because it falls within the random chance score range. No one who fails a Navywide advancement exam is advanced regardless of how high his or her final multiple would have been.

"However, you could pass the exam with a low score and have a final multi-

ple high enough to be selected," Birdsall said. "Conversely, a person who writes a 70, for instance, has only excelled in one advancement qualification. That sailor's performance marks could bring his or her multiple down to the point where he or she would *not* be selected."

The Chief of Naval Personnel determines how many candidates in each rate from E-4 through E-9 will be advanced. It's based on manning requirements and projected losses due to retirements, discharges and deaths. CNP tells NETPDC the quotas for each paygrade in each rating. NETPDC then advances those with the highest multiples in each rating, taking the person with the highest final multiple first and so on down the list until the rating's quota is met.

The final multiple for advancement to E-4 through E-6 consists of points awarded for exam score, performance marks, length of service, time in rate, awards, and high quality points (formerly called PNA points). Table 1 depicts final multiple computations for E-4 through E-9.

For advancement to E-7 through E-9,

*Each Navywide advancement exam contains 150 questions representative of the rating's "total universe" of knowledge. Completed exam forms are computer scanned at NETPDC to ensure that each question has been answered only once and that each answer circle is completely blackened. As answer sheets are scanned, they are put on magnetic tape which is sent to NARDAC for grading.*



the final multiple is not the determining factor though it does determine who will be "selection board eligible." Those who have been so designated will have their service records reviewed by the appropriate board which convenes annually. Requirements sought by selection boards vary from year to year, but usually they look for leadership capability and experience, off-duty education, time at sea, and support of the Navy's equal opportunity goals.

Changes made in 1973 allow 95 percent of those who took an advancement exam to move into the zone of consideration for advancement. To some, this indicated a gross relaxation of advancement standards; therefore, the change should be explained.

Though 95 percent of test takers do pass the exam, that doesn't mean they will be advanced. However, if it did mean they would be advanced, that should cause no one any concern since the exam is a discriminating, not a qualifying, test.

When the Navy reviewed its advancement system, it concluded that an advantage existed for the best test takers at the expense of many outstanding performers who were only average test takers. Two major policy changes resulted:

- A revision of examination pass scores allowed 95 percent of the candidates to pass and move into the zone of consideration. This change allows nearly all candidates to have their final multiple computed and *all* their advancement factors considered.

- Increased emphasis was placed on performance, and the weight assigned exam scores in the final multiple was downgraded. Instead of the old 45/25 percent mix of exam/performance in paygrades E-4 through E-6, an almost equal weight for each factor was assigned. (See Table 1, Figuring the Final Multiple)

These changes did nothing more than officially recognize what Navy people have known all along—sustained superior performance is the major criterion for advancement. The entire enlisted advancement system is based on that principle. ↓

**TABLE 1. FIGURING THE FINAL MULTIPLE**

|                                                           | E-4&5                  | E-6                    | E-7                    | E-8                    | E-9                 |
|-----------------------------------------------------------|------------------------|------------------------|------------------------|------------------------|---------------------|
|                                                           | Max FM<br>Score Weight | Max FM<br>Score Weight | Max FM<br>Score Weight | Max FM<br>Score Weight | Max FM<br>Score Wt. |
| Standard Score                                            | 80 35%                 | 80 30%                 | 80 60%                 | 80 50%                 | 80 40%              |
| Performance Factor                                        | 70 30%                 | 92 35%                 | 52 40%                 | 80 50%                 | 120 60%             |
| Length of Service<br>(E4/5=LOS-TIR+15)<br>(E6=LOS-TIR+19) | 30 13%                 | 34 13%                 | n/a*                   | n/a*                   | n/a*                |
| Time in Rate<br>(E4/5=TIR×2+15)<br>(E6=TIR×2+19)          | 30 13%                 | 34 13%                 | n/a*                   | n/a*                   | n/a*                |
| Awards                                                    | 10 4.5%                | 12 4.5%                | n/a*                   | n/a*                   | n/a*                |
| High Quality Points<br>(formerly PNA<br>points)           | 10 4.5%                | 12 4.5%                | n/a*                   | n/a*                   | n/a*                |
| Total                                                     | 230 100%               | 264 100%               | 132 100%               | 160 100%               | 200 100%            |

\*Though these items do not figure into calculating the final multiple for E-7 through E-9, they are considered by the selection board as directed by the Chief of Naval Personnel.

\* Standard score—The exam score weighs heavily in the final multiple for each paygrade. If you fail the exam, "you will not be advanced," CDR Bassett said. "There are standards which must be met even on a discriminating exam. A person must have at least a recognizable minimum of *should know* knowledge."

\* Performance factor—These points are awarded for performance evaluations over a given period which varies from paygrade to paygrade.

\* Length of service—Points for length of service are determined by subtracting the number of years served in the current paygrade from the number of years served on active duty; add 15 to that figure for E-4 and E-5, 19 for E-6.

\* Time in rate—Points for time in rate are computed by multiplying the number of years served in the current paygrade by two and then adding 15 for E-4 and E-5, 19 for E-6.

\* Awards—Some medals and awards are worth final multiple points. The *Manual for Advancement*

(BUPERS-INST 1430.16) contains a list of medals and awards and the number of points assigned to each. The maximum number of points possible is 10 for E-4 and E-5, 12 for E-6.

\* High Quality Points—Formerly called PNA points, HQPs are determined by NETPDC and assigned to those who have previously passed an exam in their paygrade but have not been advanced. Navy officials have long felt that recognition was due those who scored well on advancement exams but were not advanced. So, in 1972, the PNA point system was developed. It was a compromise between requiring all candidates to start from scratch with each exam cycle, and not requiring them to retake the advancement exam. To qualify for HQPs, a candidate must have achieved a relatively high score on previous exams and received high performance marks. Points are automatically awarded by NETPDC and range from .5 to 3 points per exam to a maximum of 10 for E-4/E-5 and 12 for E-6.



# The Advancement System

## "Writing 'em"

Taking a Navywide advancement exam is especially tough for the uninformed, but writing one challenges even the experts. That's the job of 300 Navy officers, chiefs, and civilians at the Naval Education and Training Program Development Center (NETPDC) in Pensacola, Fla. They also write non-resident career courses (NRCC) and rate training manuals (RTM) for 95 Navy occupations.

"These chiefs and officers are the subject matter experts," said Commander Herman V. Fischer Jr., Deputy for Training Program and Exam Development. "Their knowledge, ability and experience form the basis for the initial development of exams and RTMs. Civilian educational specialists trained in effective communication techniques check every manual for format and every exam question for effective wording."

### Writing RTMs & NRCCs

Self-scoring rate training courses were developed after World War II for the benefit of Navy reservists. Working with University of Chicago educators, Navy officials wrote correspondence courses and RTMs. Within two years, they'd developed courses on 100 subjects. Before long, the program was opened to active duty personnel (who enrolled en masse) and the Navy found itself operating the country's largest correspondence school. Considering the obstacles which have to be overcome to write even one RTM, this was an amazing accomplishment.

"There are so many things that have to be addressed," said Walter Birdsall, an educational specialist. "We have to be sure to write at the reading level of our audience without offending or alienating any students."

"To complicate matters further, each Navy occupation encompasses subspecialties. The hospital corpsman rating, for instance, can be divided into 42 distinct occupations according to the *Dictionary of Occupational Titles*. The

rest of the Navy's ratings could easily be subdivided into at least 1,500 recognizable civilian jobs.

"A sailor may not have to perform all those jobs at any one duty station," Birdsall said, "but he is responsible for knowing how to do them all. Because duties vary from billet to billet, we have to provide enough information in

RTMs to assist every member of a rating regardless of his or her job at any given time."

Except when a new rating is formed,

*NETPDC personnel are responsible for filling each command's exam order. Here one petty officer pulls the proper number of exams in each rate and rating, boxes them and ships them off. Each exam is sealed in plastic and is color coded according to security classification.*



RTMs don't have to be written from scratch. "It's mostly cut and paste work," said YNCS Roy E. Turner, who is currently revising the yeoman RTM. "We take a paragraph written by another CPO, massage it a little, add some up-to-date information, and combine it with accurate material in the manual being revised. The whole process takes about two years; most of it spent incorporating changes since the last edition."

In addition to writing the text, RTM writers develop NRCCs to accompany each manual. Many newer RTMs have NRCCs incorporated in an appendix vice a separate book as before. Questions in NRCCs are designed to guide students through RTM material and will not necessarily appear on Navywide advancement exams.

"Some RTM sections are very important, yet no questions are asked about them in the NRCC," said one RTM writer. "That material is still testable and you'd be foolish not to study it; however, the writer felt the information was self-explanatory".

### Writing the Exams

Working side by side with RTM writers are the exam writers. They try to capture the essentials of a Navy occupation in 150 multiple choice questions written from references listed in the *Bibliography for Advancement Study*.

"If you can't 'bib' (bibliography) it, you can't ask it," said Senior Chief Jim Dewater who writes journalist exams. "This procedure eliminates inappropriate questions and lets each candidate know in advance exactly what material is testable."

Writing exams, according to one educational specialist, is a combination of high art form and sophisticated science. Navy chiefs combine their technical knowledge of an occupation with the specialized communication skills of civilians to produce an exam free of ambiguities.

"There are at least 73 potential problem areas in any question, all of which occur frequently," Birdsall said. "For example, if I take the sonar exam, about

which I know nothing, and answer any question correctly, without guessing, something is wrong with it. Something about it tells me the answer, or the answer is common knowledge—in either case, the question tests nothing."

Exam writers maintain a classified 'bank' of previously used questions which have been statistically analyzed to determine their validity as test items. Questions, once analyzed, fall into one of five categories ranging from "acceptable for reuse" to "needs major revision." When preparing an exam, writers audit their question banks and carefully screen each item for wording and timeliness. Each item is double checked against the *Bibliography* to ensure that it is still appropriate for the rate.

Those are but a few of the exam writing procedures. Others are: writing a job description for each rate, outlining exam objectives, and writing new questions to reflect changes in Navy ratings. Writing original questions is the most difficult task exam writers face. Each item must comply with nearly 30 structural requirements. Some, such as avoiding awkward wording, are easy. Others, however, are more complex:

- Items should not involve pure recall of information.
- Every item must stand independent of all other items on an exam.
- An item should measure information of the *should know* variety.
- All alternative answers must be similarly structured.
- Positive, not negative, aspects of a rating should be emphasized.
- Clues to correct answers must be avoided.
- Alternative answers should be concise and nearly equal in length.
- Each alternative answer must be plausible.

"The ideal answer is the one which comes immediately to the mind of a knowledgeable candidate after reading the question," said an exam writer. "Actually, writing the questions and *correct* answers is easy—finding plausible incorrect answers is the tough job."

On the day the exam is given in the fleet, the writer takes the test and can toss out questions which then seem

poorly worded, inaccurate or ambiguous. Exam writers are the experts and it's their job to ensure that "correct" answers are indeed correct. Taking the test is one final check.

Thousands of sailors are advanced and millions of dollars disbursed based on the material developed at NETPDC. The job is tough, the challenges are great and, in no small way, the future of the Navy depends on the training tools and exams NETPDC develops today.

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## Step by Step

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If you are among the thousands who want to wear a rocker and stars above your crow, prepare now for advancement. This "journey of a 1,000 miles" begins with a single step into the educational services office for a copy of *The Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards* (NAVPERS 18068-D). Study its contents. It contains a listing of the *minimum* skills required for advancement to each paygrade and is considered "must" reading. For your convenience, the *Occupational Standards* portion of the manual has been reprinted in a pamphlet for each rating.

Next, get a copy of the latest edition of *The Bibliography for Advancement Study*, also from the educational services officer (ESO). It lists required and recommended rate training manuals (RTM) and other reference material used to write Navywide advancement exam questions. Courses marked by an asterisk (\*) are mandatory.

Once you've studied required and recommended RTMs, complete the appropriate non-resident career courses (NRCC) included in the manuals. A word of caution: don't study only the NRCC questions, study the entire manual. Questions were written to guide students through the RTM material; however, the entire manual is testable.

Complete *Personnel Advancement Requirements* (PAR) as soon as possible. PAR factors, which replaced "Practical Factors," are based on current



# The Advancement System

occupational standards for each rating and all E-4 through E-7 candidates are required to have them checked off. PAR is divided into three sections: administrative requirements such as time-in-service (TIS) and time-in-rate (TIR); formal school and training requirements such as mandatory "A" schools; and occupational and military ability requirements for which candidates demonstrate ability to perform tasks applicable to their rate and rating.

"Hitting the books" and completing check-off lists are not the only prerequisites for advancement. Performance on the job is extremely important—evaluations dictate if you will be recommended for advancement. Additionally, superior performance evaluations add points to the final multiple and even one extra point has been known to make a difference.

A few weeks before the exam, review

*Writing rate training manuals is a precise and demanding job. Here, BUC B.G. Hinkle, an RTM writer, confers with Glenn R. McMonigle, an educational specialist, to ensure that what was written was what was meant.*

your service record to make sure all performance evaluations, TIS, TIR, correspondence courses and awards have been accurately recorded. Check this information against exam worksheets prepared by the ESO to ensure that your beginning multiple (same as final multiple minus exam score) shows every point to which you are entitled.

Once all this is completed, you're ready to take the exam.

All Navywide advancement exams have 150 multiple choice questions, each with four answer choices. They are given on the same day worldwide to minimize opportunity for compromise and give every candidate equal opportunity for advancement. At each exam center, proctors explain exam procedures and answer "how to" questions about completing answer sheets.

There are no secrets to taking the three-hour exam except these: know your subject, get a good night's sleep beforehand, and come prepared to do your level best. Answers don't conform to any prearranged system, so don't be alarmed if answer 2, for instance, pops

up four or five times in a row and then doesn't appear again for several columns of questions.

Also, don't look for "trick questions"—there aren't any. Read each question carefully and don't try to read more into an item than what is asked. Even if a question seems unusually easy, don't fret—every exam has some freebies. Remember also there is only one correct answer for each ques-

## Quals for Advancement

Every Navy person seeking advancement must demonstrate leadership ability, possess sufficient military and professional knowledge, and be recommended by the commanding officer. In general, each candidate must:

- Have the required time-in-rate and time-in-service.
- Demonstrate an understanding of the information in mandatory rate training manuals and non-resident career courses.
- Demonstrate the ability to perform tasks listed in the Personnel Advancement Requirement (PAR), NAVPERS 1414/4
- Be certified by the commanding officer to be eligible in all respects for advancement.
- PO3 and PO2 candidates must pass a locally administered military leadership examination.
- Demonstrate knowledge of the technical aspects of the next rate by passing a Navywide advancement exam.

If an individual meets all requirements, performs satisfactorily on the job and is recommended by the commanding officer for advancement, he or she will have no difficulty becoming one of the thousands of Navy people who sew on new chevrons this year.



tion and it is *absolutely* correct, not "most correct" or "more correct." In practically all cases, however, alternative answer choices will be plausible enough to stump those with only superficial knowledge of their rating.

During each exam cycle, advancements are delayed because either examinees or their commands incorrectly complete exam paperwork. "However," said Commander Frank E. Bassett, Deputy for Enlisted Advancement at NETPDC, "it's usually a case of improperly marked answer sheets. That alone can delay an exam result for up to three weeks."

Some common errors are :

- Not matching printed information at top of exam with computer-scanned information at bottom indicated by darkened circles.
- Answer circles not completely

blackened. "Frequently, this happens because people use a light pencil," said Norma Kyser, lead clerk at NETPDC. "The scanner won't 'read' light marks, so it's advisable to use either an electrographic mark-sensing pencil or a 1 or 2 pencil."

- Doodling in the computer time tracks on the left side of answer sheet. Don't make *any* unnecessary marks on the answer sheet.

- Failure to include correct primary Navy Enlisted Classification (NEC).

- Incorrect TIR or TIS. Frequently, the TIR indicated exceeds TIS.

- Incorrect unit identification code (UIC).

Some mistakes are "mechanical errors;" others are "discrepancies." Mechanical errors include not blackening in circles entirely and marking a "Q" where an "O" was intended. Discrepan-

cies include listing an incorrect social security number. Either type of mistake can delay an individual's exam results. Both slow the scoring system and cause headaches for Navy civilians and officers at NETPDC.

"When exam answer sheets arrive," CDR Bassett said, "they are logged in and placed in batches of 11 commands each. Each batch is immediately assigned a code number so we can retrieve it easily at any point in the scoring process."

"Batches go through an optical scanner which transfers information on exams to magnetic tape. The tape is sent

*Ella Arnold, an edit clerk, threads magnetic tape on one of NETPDC's computers. This computer scans exam answer sheets for mechanical errors and records the information on magnetic tape.*





# The Advancement System

to the Navy Regional Data Center (NARDAC) at NAS Pensacola for scoring by computer," the commander said. "Answer sheets containing mechanical errors are 'kicked' out by the scanner and manually corrected before being reinserted and recorded.

"About 7,000 to 10,000 answer sheets out of 75,000 each exam cycle are rejected by the scanner for errors which should have been caught at the local command exam center. We review these

answer sheets separately and correct the errors. Sometimes, this entails copying damaged exams onto new answer sheets."

When magnetic tapes arrive at NARDAC, they are 'read' by the Navy's exam scoring computer. Each non-discrepant exam is graded and assigned a Navy Standard Score. Discrepant exams are handled individually.

"The most common discrepancy is insufficient TIS," CDR Bassett said.

"Sometimes incorrect information is on the worksheet prepared by the ESO; other times, the candidate actually doesn't have enough time in service. In either case, we send an Examination Status Verification Report (ESVR) to the appropriate command to learn candidates' actual status."

Discrepant candidates don't delay the scoring process for anyone but themselves. Fact is, most discrepancies are resolved before exam results are published due to the diligence of NETPDC personnel in locating errors and correcting them.

"After the computer scores the exams, it adds the Navy Standard Score to each individual's beginning multiple and codifies them by rate and rating," CDR Bassett said. "Next, BUPERS tells us how many in each rate and rating to advance based on their quotas. If, for instance, BUPERS says to advance six DM2s to DMI, we have the computer count down the six DM2s with the highest final multiple and they are advanced. The sixth candidate's final multiple then becomes the cut-off score for that rate and rating."

Next, rate change authorizations are mailed to commands. They contain pertinent information such as examinees' final multiple, exam scores, exam profiles, and date to be advanced. With CO approval, each candidate is advanced on the date specified by NETPDC. All others get notices explaining where they were deficient.

Greatly simplified, that is the advancement process. Those who succeed are rewarded with more money, prestige, and responsibility. And, since everyone can't be advanced at once in a vacancy driven advancement system, some don't succeed until next time. Yet, they also profit. Each gains increased occupational knowledge from their preparation; each is all the more ready next time around.

*Frequently, exam results are delayed because answer sheets are incorrectly completed. One by one mechanical errors are corrected, but sometimes it takes more than simply darkening a circle or erasing doodling in time tracks. Here, Ella Arnold irons a wrinkled answer sheet to make it flat enough to go through the optical scanner. On occasion, Ms Arnold also has to copy answer sheets onto new forms because the originals have been stapled, had coffee spilled on them, or in some other way were damaged beyond repair.*



**Table 2. Specific Requirements for Advancement**

| Requirements                       | E-1 to E-2                                                                                                                                                     | E-2 to E-3                                                                                                                                                                                                                                                  | E-3 to E-4                                                                                                                                        | E-4 to E-5                   | E-5 to E-6                 | E-6 to E-7                                                                                                 | E-7 to E-8                                                              | E-8 to E-9                  |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|----------------------------|------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|-----------------------------|
| Service                            | 6 mos.                                                                                                                                                         | 6 mos. as E-2                                                                                                                                                                                                                                               | 6 mos. as E-3, 2 yrs. TIS                                                                                                                         | 12 mos. as E-4, 3 yrs. TIS   | 24 mos. as E-5, 7 yrs. TIS | 36 mos. as E-6, 10 yrs. TIS                                                                                | 36 mos. as E-7, 13 yrs. TIS                                             | 36 mos. as E-8, 16 yrs. TIS |
| School                             | RTC (CO may advance up to 10% of company)                                                                                                                      | none                                                                                                                                                                                                                                                        | Class "A" for PR3, DT3, IS3, AMS3, HM3, PH3, FTB3, MT3, MU3, EW3                                                                                  | Naval Justice School for LN2 | none                       | Navy School for AGC, MUC, MMC                                                                              | none                                                                    | none                        |
| PAR NAVPERS 1414/4                 | none                                                                                                                                                           | none                                                                                                                                                                                                                                                        | PAR (Personnel Advancement Requirement), must be completed for advancement to E-4 through E-7                                                     |                              |                            |                                                                                                            | none                                                                    | none                        |
| Performance Test                   | none                                                                                                                                                           | none                                                                                                                                                                                                                                                        | Specified ratings must complete applicable performance tests before taking Navywide advancement examination                                       |                              |                            |                                                                                                            | none                                                                    | none                        |
| Military Leadership Examination    | none                                                                                                                                                           | none                                                                                                                                                                                                                                                        | Must be passed before advancement exam for E-4 and E-5 candidates                                                                                 |                              | none                       | none                                                                                                       | none                                                                    | none                        |
| Enlisted Performance Evaluation    | As used by CO when approving advancements                                                                                                                      |                                                                                                                                                                                                                                                             | Counts toward performance factor credit in advancement final multiple for all E-4 through E-9 candidates                                          |                              |                            |                                                                                                            |                                                                         |                             |
| Obligated Service Required         | There is no set amount of obligated service required either to take the Navywide advancement examination or to accept advancement to paygrades E-1 through E-6 |                                                                                                                                                                                                                                                             |                                                                                                                                                   |                              |                            | All CPO candidates must have two years remaining obligated service to accept appointment to a CPO paygrade |                                                                         |                             |
| Examinations                       | Locally prepared tests                                                                                                                                         | NETPDC exams or locally prepared test                                                                                                                                                                                                                       | Navywide advancement examinations required for advancement to all petty officer paygrades                                                         |                              |                            | Must take Navywide advancement exam and be selected by Navywide CPO or SCPO/MCPO Selection Board           |                                                                         |                             |
| Non-resident career course and RTM | none                                                                                                                                                           | Required for E-3 and all petty officer advancements unless waived because of completion of Navy school. Courses need not be completed but once, i.e., those who complete the 3&2 course for PO3 need not complete same course again for advancement to PO2. |                                                                                                                                                   |                              |                            |                                                                                                            | Non-resident career courses and recommended reading, see NAVEDTRA 10052 |                             |
| CO recommendation                  | All Navy advancements require the commanding officer's recommendation for advancement                                                                          |                                                                                                                                                                                                                                                             |                                                                                                                                                   |                              |                            |                                                                                                            |                                                                         |                             |
| Authorization for advancement      | Commanding Officer                                                                                                                                             |                                                                                                                                                                                                                                                             | Naval Education and Training Program Development Center authorization required for advancement to E-4 through E-9 in addition to command approval |                              |                            |                                                                                                            |                                                                         |                             |

**Table 3. Scheduling, Scoring and Notification Process for Advancement Exams**

| PAYGRADE  | EXAM GIVEN         | EXAM SCORED                      | QUOTA DETERMINED | NOTIFICATION             | SELECTION BOARD/ NOTIFICATION                 |
|-----------|--------------------|----------------------------------|------------------|--------------------------|-----------------------------------------------|
| E-4 - E-6 | March<br>September | March-April<br>September-October | May<br>November  | June<br>December         | not applicable for E-4 through E-6 candidates |
| E-7       | January            | February                         | May              | April (board eligible)   | June/August                                   |
| E-8 - E-9 | November           | December                         | February         | January (board eligible) | March/June                                    |



# GUAM...

## Where America's day begins

STORY BY JO2 JANET DAWSON AND LT H.A. HILTON



"Hafa adai," is one of the first expressions every newcomer learns. It's a catch-all phrase in Chamorro—Guam's native language—equivalent to "Aloha." It means "Hello," "How are you?" or "You're looking good today."

One of the most progressive of the Western Pacific islands, Guam lies 13 degrees north of the equator, some 3,600 miles west and slightly south of Hawaii. It is the largest in the Marianas group.

Located on the other side of the international date line, Guam is always a day ahead of the Continental United States. Guam is, indeed, "where America's day begins."

Magellan discovered the island group in 1521 and named it Ladrones Islands. In 1668 the Spanish colonized the islands and changed the name to Marianas in honor of Mariana of Austria, then regent of Spain.

Guam was ceded to the United States after the Spanish-American War by a peace treaty signed in Paris on Dec. 10, 1898. During World War II the island was occupied by the Japanese from December 1941 to July 1944.

The island was governed by military governors until the Organic Act of 1950, then by appointed civilian governors. Under the jurisdiction of the Department of the Interior, the island's governors have been elected since 1970. Native islanders are U.S. citizens, although they cannot vote in presidential elections.

Certain things about Guam remind you of home. The island boasts the best road system in the western Pacific, along with modern shopping areas, hotels and restaurants. Shoppers find a





wide variety of goods from Taiwan, mainland China, Japan, the Philippines and Micronesia—items that might be difficult to find, let alone expensive, back in the states.

Television is available through two local stations—one educational—as well as via transoceanic cable from California. Broadcasts from California, however, are generally a week late, on the average. Guam boasts four radio stations, a daily newspaper, and Navy internal media including an islandwide newspaper and an American Forces Radio Service outlet.

Military dependents usually attend Guam's public schools. The University of Guam offers both graduate and undergraduate programs. Classes are also available for the military through the Navy Campus for Achievement, with offices at major installations, and through other programs.

There are more than 30 separate Navy commands on the island, as well as Andersen Air Force Base, the Marine Barracks, the Army's 515th Ordnance Co., and several U.S. Coast Guard activities. Coordinating all Navy activities is Commander, U.S. Naval Forces Marianas, currently Rear Admiral David S. Cruden.



*Opposite page: "Boonie stompers" hike through Guamanian jungle to a favorite swimming hole. This page: Old churches, modern homes and friendly farm animals are part of Guam's sights.*





In addition, ComNavMarianas is the Commander in Chief's Pacific representative for Guam and the Trust Territory of the Pacific Islands (TTPI).

The TTPI, also known as Micronesia, is a vast territory encompassing six districts made up of over 2,000 islands, spread from the Marshalls in the east to Palau in the west.

Guam's Navy commands are diverse. They include the Naval Air Station, Fleet Weather Central, Naval Communications Area Master Station, Ship Repair Facility, Naval Supply Depot, the submarine tender USS *Proteus* (AS 19) and deployed Seabees. There are regional medical and dental centers (and clinics at most facilities).

Consolidated recreation, with three districts, offers classes ranging from martial arts and mechanics to ceramics and cake decorating. Military personnel and their dependents are served by sev-





eral commissaries and exchanges. There are theaters and clubs on major installations.

For those with special interests, there are sports through consolidated recreation, a little theater group and a myriad of clubs and organizations. There are trips to Guam's many points of interest, courtesy of the USO.

The island's year-round temperature ranges from 70 to 80 degrees. The waters of the Pacific offer swimming, scuba diving, snorkeling, sailing and surfing.

Guam is ringed by coral reefs; the reef flats and shallows offer beautiful snorkeling. There is no industrial pollution on Guam—air or water—and this makes for underwater visibility routinely from 50 to 100 feet. The clarity, coupled with the vast coral formations and thousands of fish, tempt a large number of people to try their hand at

scuba diving and other water sports.

The island is the gateway to even more exotic diving experiences. The Truk Lagoon, where more than 80 Japanese ships were sunk by Navy planes during World War II, is only 90 minutes by air. Palau, reputed to have the finest and most unspoiled diving areas in the world, is about two hours by air. To the north, Saipan offers reefs, complete with World War II relics and the Blue

Grotto, an inland chimney opening to the sea.

The biggest event in 1975 was Operation Newlife, during which some 110,000 refugees fleeing South Vietnam were processed and housed before going on to the United States. A small percent-

*Opposite page, top: ComNavMarianas headquarters building. Below: Coves ringed by rugged mountains and clear mountain streams are part of Guam's attraction.*







tage of those refugees remained on Guam, ding to the island's already varied population.

During Operation Newlife, Guam's military and civilian people were quick to aid the Vietnamese refugees. Centers were established all over the island. Military personnel, particularly Seabees, worked round the clock, building tent cities, a supply depot and a medical and dental center.

In 1976, supertyphoon Pamela hit the island—the first major typhoon in the area since 1962. Reconstruction costs were estimated at \$350 million, with the Navy's portion of that coming to \$125 million. Money for reconstruction is being spent for housing improvements, entertainment, athletic facilities and working spaces.

Life on the island is pleasant and varied. Military people participate in island life—evident every time the ComNav-Marianas band gives a concert at the *Plaza de Espana* or at a local school.

On the less visible side, the military and the civilian community jointly meet the island's energy requirements with a chain of power plants.

The majority of Navy civilian workers are local people. The Navy has also turned over various parcels of land to be used for agriculture, or, as in one case, for a community center. Navy wives also teach in Guam's schools.

There are other military representatives in the TTPI. Most notable among these are the Seabee and Air Force Civic Action Teams (CAT) which have worked on projects in Truk, Palau, Kusaie and Yap. In Kusaie, the Seabees built an emergency airstrip—vitally important since the island had been accessible only by ship. In Palau, the CAT built both a road and a bridge, and an Air Force team on Truk's Fefan Island recently completed a perimeter road.

The island also benefits from Project Handclasp, with donated goods by stateside organizations. These are transported on a space available basis by Navy ships and distributed by the Navy. Various U.S. Navy ships often call at island ports, undertaking people-to-people projects as well.







Guam may be a long way from California, but it's close to Japan, Hong Kong, Singapore, the Philippines, Taiwan and Micronesia itself. Navy people can visit Saipan to see the beautiful flame trees and countless World War II relics, Ponape for its architectural ruins, Truk for diving near the remains of the World War II Japanese Imperial Fleet, and Palau for the sheer beauty of its rock islands.

And don't forget Guam itself. The Chamorro culture has a strong Spanish influence, interesting traditions and history, friendly people and fiesta foods.

Just one of the many interesting areas the Navy calls home, Guam offers a different living experience to those used to the Continental United States. —Photos by JOCS John D. Burlage, PH2 Rob Tedder and LT Hilton.

*Rugged coastlines, jungle waterfalls, motorcycles and, most importantly, the people of Guam explain why sailors leave with fond memories of this Pacific island.*





# Americans have a way with children





*CAPT Mevers (left), Kennedy's CO, and a child from the Family of Mary Orphanage. Below: Children from the orphanage. Opposite page: Family of Mary children with Kennedy crewmen and Marines.*

Everyone was there—Sailors and Marines from USS *John F. Kennedy* (CV 67), children, orphanage directors, the Mother Superior, Bishop Capano of the Naples archdiocese, *Kennedy's* skipper, Captain Lowell R. Myers, Italian dignitaries and USO personnel. They were gathered in a newly renovated recreation room of the Family of Mary Orphanage in Naples to celebrate the completion of volunteer work by *Kennedymen*, a gift of money for renovations, and the presentation of playground equipment by Marines whose "Toys for Tots" campaign had netted over \$2,000.

"Americans have always been the ones to give," Bishop Capano said. "They appreciate the use of the military for goodness."

Six *Kennedymen* stayed and worked at the orphanage for more than a week. Numerous volunteers came and went to help repair whatever needed to be repaired. As Hull Technician Fireman Harold Dunlap said, "We've put on door knobs, fixed closet doors, windows, shutters, everything."

While the Mother Superior spoke of her happiness at the work done by the *Kennedymen*, Luigie Napolitano, a Naples policeman, said, "It's something she's wanted to do for years, but nobody would do it."

And when *Kennedy* arrived in Naples, a dream came true.

—Story by JO2 John Fahnley  
Photos by PH3 Tyrone Ramsey







# Navy Rights & Benefits

## Family Assistance

*In its concern for the welfare of the total Navy family, the Navy has gone beyond primary consideration of medical and health care, housing, and survivors' benefits to offer assistance in many other ways.*

*This fourth segment on Navy rights and benefits provides information on where Navy family members can get special kinds of family-related assistance. From interest-free loans available through the Navy Relief Society to the free care provided under the Alcohol and Drug Abuse Treatment programs, Navy people can turn for assistance to a variety of Navy-sponsored and Navy-related organizations. The address, and, in some cases, telephone numbers, of these organizations appear at the end of this segment.*

### Personal Services Center

A permanent change of station (PCS) transfer is a time of questions for the Navy family—What will the new area be like? What kind of housing will be available? Where will the children go to school? To respond to these questions, the Navy has established some 40 Personal Services Centers (PSCs) at stations in the United States and abroad.

These centers maintain Welcome Aboard kits describing more than 200 Navy and Marine Corps installations. Some PSCs carry similar information on Army and Air Force activities. Kits contain brochures, maps and information on housing, commissary and exchange services, schools, recreation facilities and civic activities.

Housing information tells you how to arrange for base housing in advance and how to be placed on the waiting list. Included are lists of temporary lodgings and guesthouses, motels with special rates, and mobile home parks.

You may request a Welcome Aboard

kit from your new command. Don't assume that one will be forwarded to you automatically, except in a case where you have been ordered overseas. Such welcome aboard information is furnished at the same time you receive your entry authorization into the overseas area.

### Sponsor Program

Knowing what to expect and having a specific contact person at your new duty station can make the difference between a good move and a bad move. The Navy Sponsor Program can help make that difference.

Upon receipt of change of station orders, the service member should request assignment of a sponsor. The individual's commanding officer forwards the request to the receiving commanding officer for action. (See BUPERS Manual 1810580.)

The sponsor should then take all steps necessary to ensure that the incoming service member receives information about the area well in advance. The sponsor also should make arrangements to assist the new member and member's family upon arrival at the new duty station.

### Legal Assistance Program

From helping Navy men and women understand an installment contract to writing a will, Navy legal assistance is available in many forms.

This free service, part of the professional help provided under the Navy Legal Assistance Program, is intended primarily as a benefit for active duty Navy members. It is extended on a limited basis to retirees and their dependents, survivors of eligible members, and to civilians employed overseas by the Armed Services.

Services provided under the Navy Legal Assistance Program include:

- Researching the law and advising Navy members with regard to rights and remedies, as well as duties and obligations.
- Preparing legal correspondence on behalf of eligible clients, negotiating with another party or his or her lawyer, and preparing various types of legal

documents including wills and pleadings.

- In some limited cases, providing full legal representation including in-court appearances on behalf of eligible personnel.

- Advice to persons with discrimination complaints under the Civil Rights Act of 1964 and SECNAVINST 5350.5 series.

Services which do not fall under the Navy Legal Assistance Program but which are provided by the Navy Legal Services Office include:

- Assigned defense counsel for members charged with criminal conduct under the Uniform Code of Military Justice (UCMJ).

- Professional advice involving UCMJ Article 15 proceedings (captain's mast).

- Professional advice regarding administrative proceedings such as admin discharges.

Advice concerning a member's privately owned business or private income-producing activity is not authorized or provided by the Navy Legal Services Office.

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## Chaplains

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Navy chaplains are fully qualified ministers, priests and rabbis endorsed by their respective religious bodies to provide appropriate ministry to military personnel and their families.

They provide religious ministry according to the tenets and teachings of their respective religious bodies. Those who desire particular religious rites (baptism, bar/bas mitzvah, wedding, etc.) should contact their local chaplain who will assist them personally or refer them to a chaplain of their particular faith.

Pastoral care is another way chaplains assist the Navy family. The chaplain visits work areas, hospitals, and homes, and is in the field expressing care for the person and his or her adjustment to military life, interpersonal relationships or troublesome problems.

As a pastoral counselor, the chaplain can bring reconciliation and hope to those in need.

A chaplain can assist Navy people and their families in more tangible

ways, too. Working closely with Navy Relief, Red Cross and other community agencies, the chaplain can help make appropriate referrals to those channels of assistance which are needed, whether it be for financial, health, marital or emergency leave problems.

A spiritually oriented program of personal growth and spiritual development, called CREDO, is another program in which chaplains are deeply involved. It was started in San Diego, Calif., in 1971 by the Chief of Naval Personnel, and chaplains have been continuously assigned to CREDO to conduct weekend workshops, discussion groups and to foster family relationships in the various CREDO centers. CREDO also operates in Norfolk and there are plans to expand the concept to other areas.

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## Alcohol and Drug Abuse Treatment Programs

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Alcoholism is an illness. It is preventable and can be treated. Navy studies show that two years after being treated in a Navy facility, about 70 percent of the alcoholics perform as well as or better than their peers, and are recommended for or have been re-enlisted or advanced. In addition, 90 percent of the treated alcoholics receive "good" or "excellent" performance evaluations from their commanders.

The Navy Alcohol and Drug Abuse Program (NADAP) operates world-

wide. Usually, the first step on the road to recovery for those who need help is the 53 Counseling and Assistance Centers (CAACs) which now incorporate Alcohol Rehabilitation Drydocks (ARDs). Establishment of six more CAACs is projected for FY 79.

As a division within a command, each CAAC conforms to the needs of a geographical area and remains accessible to command involvement. Although 18 CAACs do have 10-15 bed inpatient capability, primarily they screen, evaluate and conduct outpatient counseling of both alcohol and drug abusers.

Alcohol Rehabilitation Centers (ARCs), the largest treatment facilities in the program (75 beds), offer a full six-week intensive inpatient treatment approach. Professionals—with or without degrees—most of whom are recovered alcoholics on active duty, provide a blend of medical treatment, individual and group counseling, Alcoholics Anonymous involvement, therapy and education, and, if desired, spiritual reinforcement. ARCs, like all Navy rehabilitation and treatment facilities, stress a whole-life approach to recovery and encourage family participation in the rehabilitation process.

Alcohol Rehabilitation Services (ARSs) are inpatient facilities attached to hospitals. ARSs operate at 23 locations with one more planned this fiscal year. As smaller versions of ARCs, most of these units treat as many as 15 people at a time on an inpatient basis.





(Ten locations have facilities for more than 15 patients.) A hospital staff medical officer heads an ARS staffed by Navy men and women who are recovered alcoholics.

Another Navy program, Navy Alcohol Safety Action Program (NASAP), aims at early identification of alcohol abusers—possibly before they become alcoholics. NASAP pinpoints problem drinkers through arrests for driving while intoxicated (DWI) and other alcohol-related incidents such as disciplinary or performance problems.

NASAP counselors screen between 11 to 12 hundred people monthly to determine the severity of alcohol (or drug) involvement. After screening, a counselor then assigns the individual to one of two levels of action. Less serious cases, classified as Level I, attend a 36-hour off-duty education program dealing with the prevention of further alcohol abuse. (Level I consists of 80 percent of those screened). Level II—chronic problem drinkers or alcoholics—means assignment to a rehabilitative facility for treatment.

Since its inception in September, 1974, at Pensacola, Fla., NASAP has expanded to 11 major sites plus 20 command-sponsored satellites. Of the 18,000 people who completed NASAP, less than seven percent repeated alcohol-related offenses.

The Navy operates one 200-bed facility for those with drug dependency. Both professional civilian therapists and trained military counselors staff the Navy Drug Rehabilitation Center (NDRC) at Naval Air Station Miramar, Calif. As with all Navy treatment programs, the return of a patient to productive, full active duty service sums up NDRC's primary mission.

USHBP (Uniformed Services Health Benefits Plan—see *All Hands*, Jan. '79.) beneficiaries (dependents, retirees, dependents and survivors of retirees, etc.) can enter any of the Navy's rehabilitation programs on a space available basis. However, a backlog of active duty patients forces most facilities to refer applicants eligible for CHAMPUS or VA benefits to those programs.

CHAMPUS shares the cost, up to seven days, for inpatient hospital care required for detoxification during acute stages of alcoholism. Such detoxifica-

tion usually takes from three to seven days.

Benefits extended beyond this stage include inpatient rehabilitation in the hospital or other type of authorized institution. However, CHAMPUS reviews each rehabilitative stay to determine if an inpatient setting is required.

CHAMPUS limits treatment for alcoholism—detoxification and rehabilitation—to 21 days per episode. CHAMPUS shares the cost for no more than three rehabilitative stays during a beneficiary's lifetime, but places no limit on the number of inpatient stays for detoxification.

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### VA Alcohol and Drug Abuse Programs

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Any VA hospital accepts eligible veterans with alcohol or drug dependence problems, but there are facilities set up specifically for such treatment.

VA provides inpatient hospital care for detoxification of alcohol abuse patients, as needed, with no limit as to the number of stays. VA limits drug dependent patients up to a 21-day detoxification period per episode. Inpatient and outpatient services include rehabilitation and counseling.

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### Navy Relief Society

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The Navy Relief Society is a private, charitable organization whose sole pur-

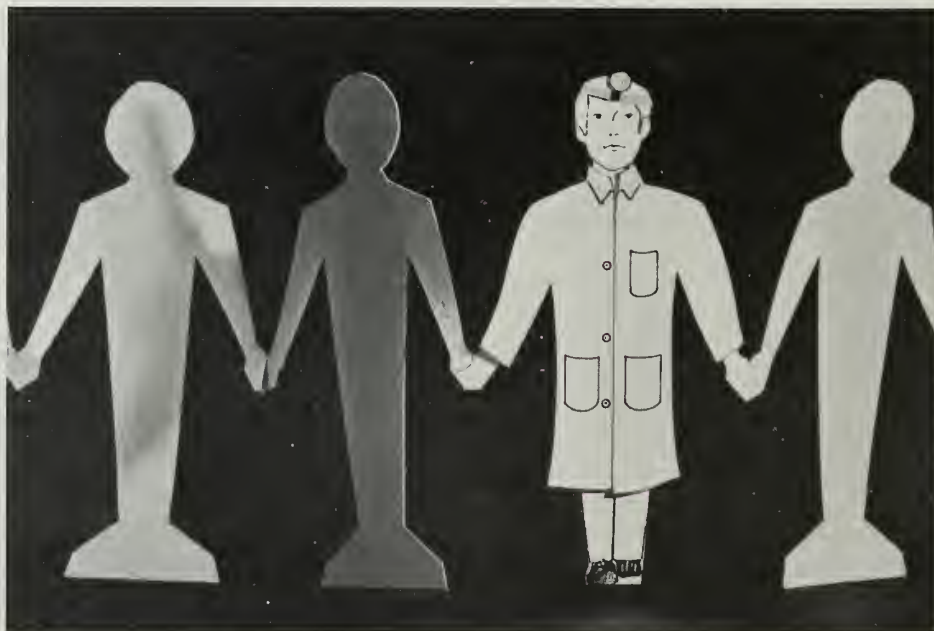
pose is to assist Navy and Marine Corps personnel, both active and retired, their families, widows and orphans in emergencies. Illness, accidents and delays in allotment checks are some of the reasons for which the Society provides financial aid.

The Navy Relief Society provides grants of money or interest-free loans for emergency financial assistance and sponsors other activities such as thrift shops, budget counseling services, visiting nurses and layettes, plus interest-free educational loans.

Navy Relief is supported by an annual contribution drive throughout the Navy and Marine Corps and from the income of its reserve fund which was established following a civilian fund drive during World War II. The work of the Society is handled by a small staff and a large number of volunteers who are stationed at auxiliaries and branches at the major naval and military installations around the world.

In areas where there is no NRS activity, application assistance can be referred through the American Red Cross, which will contact Navy Relief. When the application is approved, the Red Cross is authorized to advance money to a service member in the name of the Navy Relief Society. In turn, the Red Cross is reimbursed by Navy Relief.

A similar situation is true for crew members of ships at sea. Money can be advanced by a command for emergency





transportation and the command will be reimbursed by Navy Relief when notified. The service member will be contacted later regarding payment.

If it is impossible to contact NRS through the American Red Cross, contact can be made through the Army Emergency Relief or the Air Force Aid Society offices.

For further information see the article on Navy Relief in the January 1979 issue of *All Hands*.

### Navy Mutual Aid Association

The Navy Mutual Aid Association, operating continuously since 1879, provides life insurance protection for its members at as near the actual net cost as possible. It also helps surviving dependents of members obtain all government benefits to which they may be entitled.

Regular and reserve officers of the Navy, Marine Corps and Coast Guard on active duty and not more than 62 years old are eligible to join. Officers of the National Oceanic and Atmospheric Administration (NOAA) and Public Health Service, Midshipmen at the Naval Academy and Cadets at the

Coast Guard Academy may also join.

Once membership is established, it is not affected by subsequent changes in military service, such as retirement or release from active duty.

Membership in the Navy Mutual Aid Association provides an immediate estate of \$18,000 upon death of the member, no war restriction clauses, membership loans without red tape or undue delay, and repository services for valuable papers and documents. It offers the member's family an immediate payment of \$1,000 which is sent as soon as the association is notified and the remaining \$17,000 upon receipt of the death certificate. The Association also furnishes the forms and assists surviving dependents in preparing, submitting and following up claims for federal benefits.

Further information can be obtained by contacting the Navy Mutual Aid Association.

### Fleet Reserve Association

Chartered in 1924, the Fleet Reserve Association (FRA) is a career organization made up of active duty and retired enlisted personnel, men and women, of the Navy, Marine Corps and Coast Guard. The association strives to support the sea services in matters of national defense, promotes and safeguards the rights of enlisted members, and encourages worthy young men and women to seek careers in the sea services.

The association has more than 300 branches and units worldwide, and there are more than 145,000 members on its rolls. The FRA assists enlisted personnel in career matters but does not attempt to influence the sea services in military decisions involving personnel. The association represents active duty and retired members on Capitol Hill and testifies before congressional groups.

The FRA lends its assistance in dealing with the Veterans Administration and other government agencies in behalf of members; maintains and operates various life and health insurance programs; awards and administers scholarships for dependent children of FRA members living and deceased; and

aids survivors of members in times of disaster.

Headed by elected officers, the association maintains its national executive offices at 1303 New Hampshire Ave., N.W., Wash., D.C. 20036 (202-785-2768)

### The American Red Cross

The Red Cross, in addition to its reciprocal agreement with the Navy Relief Society, conducts a program of social welfare which includes financial assistance for naval personnel, medical and psychiatric case work and recreation services for the hospitalized.

Red Cross counselors help veterans obtain benefits to which they are entitled. In addition, they offer courses in health and safety, and provide volunteer activities for people with extra time. They also assist service members in gathering information for emergency leave and leave extensions, dependency or hardship discharges or humanitarian transfers.

The worldwide communication network of the Red Cross helps military families contact service members overseas and at sea when emergencies warrant immediate notification.

### Ombudsman Program

The Navy Family Ombudsman Program is designed to provide better, faster communication between Navy families and Navy officials. Commanding officers select ombudsmen from among the Navy spouses in their commands. The ombudsman is the official representative of the command's families and serves as liaison between them and command officials.

Wives especially should become acquainted with the local ombudsman. They should understand that the ombudsman is not a counselor or a social welfare worker and cannot offer specific advice. The ombudsman does, however, take a direct route toward finding solutions by bringing problems to the attention of the proper officials.

Other lines of communication between the Navy family and the parent command or base, other than the ombudsman program, are the family-





gram, telephone tree and CO's action line.

The familygram is a regular newsletter from the commanding officer to family and friends of crew members offering information and news about the command and its people.

The telephone tree is an informal network of command wives who pass on important information such as last-minute changes to a ship's operating schedule.

The CO's action line is a two-way communication line which may appear as a column in the command newspaper. Dependents can address questions and offer opinions directly to the commanding officer whose reply can benefit the entire command.

### Navy Wives Clubs of America

Navy Wives Clubs of America (NWCA) is a national federation of wives of Navy, Marine Corps and Coast Guard enlisted personnel. It recognizes the importance of a sea service wife. The organization, chartered in 1936, is dedicated to improving life in the naval service.

Active clubs throughout the United States and overseas promote friendly relationships among wives. The clubs extend assistance to needy members and other Navy, Marine Corps and Coast Guard families, assist Navy chaplains, participate in the blood donor programs and in Navy Relief Society projects.

The NWCA also sponsors a special scholarship program for children of enlisted personnel (see section on dependent scholarships).

### Wifeline Association

This volunteer Navy wives' organization serves as a clearing house for Navy families. Experienced, older members aid those wives new to the service and serve as channels of communication for all Navy wives. The Association reaches out to all Navy families in an effort to inform them, solicit opinions, and share solutions to problems inherent in Navy life.

Wifeline Association has been asked to advise in such areas as financial aid, legal counsel, moving household goods, survivor benefits and information on permanent duty stations. Actually, any Navy wife can get answers to her questions by writing or calling the Association. It operates an around-the-clock telephone answering service.

Wifeline Association provides new Navy spouses with bride's kits containing publications of special interest. These also are available through the association upon request at little or no cost. A non-profit organization, Wifeline Association depends solely on contributions.

### Other Organizations

Many other organizations and government agencies stand ready to assist your family in time of need.

**Veterans Administration**—In addition to the drug and alcohol rehabilitation help already mentioned, the VA maintains hospitals to care for veterans who cannot afford hospital treatment or whose injuries are a result of military service. The organization handles dependency compensation for service-connected deaths, provides burial flags for veterans and administers USGLI, NSLI and SGLI insurance.

**Veterans Organizations**—The following organizations also provide information concerning claims and help process them: Disabled American Veterans (DAV), American Veterans of World War II (AmVets), Jewish War Veterans (JWV), Non-Commissioned Officers Association (NCOA), American Legion, Veterans of Foreign Wars (VFW), Blinded Veterans Association (BVA), Congressional Medal of Honor Society of the U.S., Legion of Valor of the U.S.A., Marine Corps League, Military Order of the Purple Heart, Paralyzed Veterans of America, Inc., United Spanish War Veterans, Veterans of World War I of the U.S.A., Inc., American Veterans Committee, Army/Navy Union of the U.S.A., Catholic War Veterans of the U.S.A., Coast Guard League, Disabled Officers Association, Military Order of the World Wars, Regular Veterans Association, United Indian War Veterans.

**State Veterans Commissions**—Most states maintain veterans' organizations which supervise their particular programs. They can help with federal and state employment assistance, state bonuses (if any), education assistance, land settlement preference and other benefits. These organizations can usually be found under the state government listings in the telephone directory.

**Social Security Administration**—Social Security provides continuing financial assistance to survivors of deceased members. Retirees drawing military retirement also are eligible to draw Social Security at the appropriate age. Your local Social Security office can provide you with details.

**Decedent Affairs Branch, Bureau of Medicine and Surgery**—Provides for the interment of deceased members and the transport and escort of the remains to the burial site. This service is usually

coordinated through the Navy Regional Medical Centers.

Casualty Assistance Branch, Naval Military Personnel Command—Coordinates the Casualty Assistance Calls program. Notifies next-of-kin of service members who die or become seriously ill or injured. Provides guidance and counseling on matters relating to survivor benefits.

Remember, all of these organizations are available to help you. Family assistance is an important right and benefit, and that is the foundation for the existence of these organizations.

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### Department of Defense Dependent Schools

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Standardized schooling for overseas dependents is a relatively recent development. Before 1946 it was the parents' responsibility to provide for their child-

ren's education no matter where the military member was stationed. Private schooling could be arranged, or children could be taught at home, tutored or domiciled in the U.S. to continue their education.

In 1946 the Navy opened its first overseas school in Guantanamo Bay, Cuba. During the next few years schools operated by the different branches of the service sprung up throughout the world.

In 1965, with the full support of all the services, a unified dependents school system was established with each branch assigned a specific geographic area. As the system grew, many changes were made and the Department of Defense Dependent School System was created by Congress in July 1976.

The Department of Defense Dependent School System (DODDS) ranks as the 11th largest U.S. school system with more than 130,000 students attending

261 schools scattered throughout 22 countries.

Under this standardized system, transition between dependent schools and stateside schools is relatively easy. The upheaval that sometimes interferes with the educational development of a child is lessened.

In addition to standard curricula, some dependent schools offer special education classes for mentally, physically or emotionally handicapped children.

Remedial reading specialists are assigned to larger schools to aid teachers in improving student communication skills. DODDS also provides correspondence courses for those who cannot attend school, including the severely handicapped or students living in remote areas where there are no facilities.

In locations where the student popu-





lation is scattered, DODDS operates 10 secondary schools with adjoining dormitories. These schools are staffed with dormitory counselors who are fully qualified instructors and provide substitute-parent supervision to the high school age dependents. When homes are more than one hour's commuting distance from the school, students live in the dormitories Monday through Friday. If their homes are more than two hours away, they live in the dorms during the school year with vacation breaks at Christmas and Easter.

Department of Defense Dependent Schools have proven their worth. Latest test results indicate that, as a group, students in military dependents schools scored higher on achievement tests than a sampling of public school students in the continental United States.

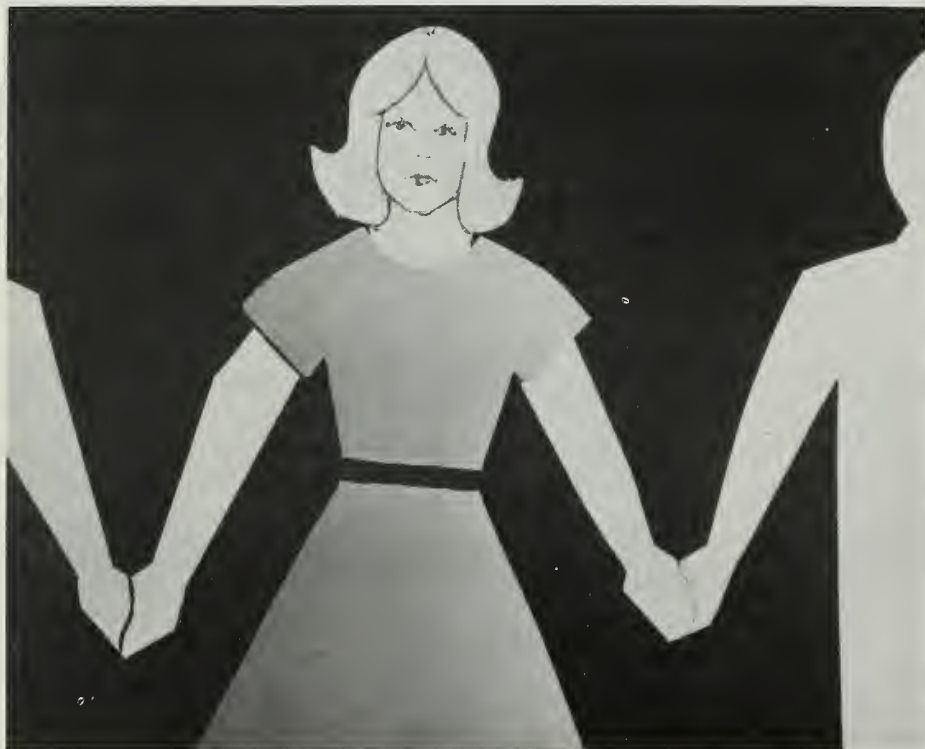
### Dependent Scholarships and Educational Aid

More than 20 Navy-oriented organizations currently sponsor scholarships or offer aid for study beyond the high school level. Sons and daughters of Navy, Marine Corps and Coast Guard members and former members are eligible for these scholarships or aid.

The Naval Military Personnel Command (NMPC 711C) administers the Dependent Scholarship Program and processes applications. The scholarships, which are funded by sponsoring groups, are usually awarded on the basis of scholastic achievement, character, and financial need. Selection committees of the sponsoring groups select and notify the recipients.

The Scholarship Pamphlet (NavPers 15003 series) contains a wealth of information on the Dependents Scholarship Program including requirements for eligibility. The pamphlet and applications are available upon request. Information about the following year's program is usually available in December and the application deadline is March 15.

Another source for educational aid is the Navy Relief Society Educational Fund. Interest free loans up to \$1500 per year are provided for college education, vocational training or preparatory work for a state or national service academy. Selection is based on financial need and scholastic aptitude. Information, eligibility requirements and applications are available from the Navy Relief Society, after December 1 annually. Application acceptance deadline is March 15.



## Where Navy People Can Get Help

**Chief of Chaplains (OP 01H)**  
Department of the Navy  
Washington, D.C. 20350

**Navy Family Ombudsman Program**  
Naval Military Personnel Command (NMPC-71)  
Department of the Navy  
Washington, D.C. 20370

**Department of Defense Dependent Schools**  
Hoffman 1, Room 152  
2461 Eisenhower Ave.  
Alexandria, Va. 22331

**Dependents' Scholarship Program**  
Naval Military Personnel Command (NMPC-71)  
Department of the Navy  
Washington, D.C. 20370

**Navy Relief Society Headquarters**  
801 N. Randolph St., Room 1228  
Arlington, Va. 22203  
Telephone (202) 696-4904, Autovon 226-4904

**American Red Cross National Headquarters**  
17th & D Sts. N.W.  
Washington, D.C. 20006

**Navy Wives Clubs of America**  
P.O. Box 6971  
Washington, D.C. 20032

**Navy Wifeline Association**  
Washington Navy Yard, Bldg. 210  
Washington, D.C. 20374  
Telephone (202) 433-2333, Autovon 288-2333

**Navy Mutual Aid Association**  
Navy Department  
Washington, D.C. 20370

**Fleet Reserve Association**  
1303 New Hampshire Avenue, N.W.  
Washington, D.C. 20036

**Decedent Affairs Branch**  
Bureau of Navy Medicine and Surgery  
Department of the Navy  
Washington, D.C. 20372

**Casualty Assistance**  
Naval Military Personnel Command (NMPC 732)  
Department of the Navy  
Washington, D.C. 20370

# Petty Officer Academy

STORY BY JO2 GLENN R. AMATO

The USS *Fort Fisher*, a dock landing ship homeported at San Diego, has developed a petty officer academy for second, third and designated third class petty officers.

"Our petty officer academy gives our people a foundation to develop abilities as leaders," said Commander Frank Gamboa, then the ship's commanding officer. "They've been exposed to these (leadership) theories before, but very little has been made relative to the local command." *Fort Fisher* tailored the petty officer academy to her mission, organizational structure and shipboard environment.

The academy, a five-day program during which students are not on the watchbill or in a duty status, begins with a thorough briefing on the *Fort Fisher's* mission. Representatives from various departments then acquaint students with their areas and answer questions from the class.

"Briefings are necessary because all petty officers should be a reference point for their men," CDR Gamboa said. "They've got to know their ship's resources. Petty officers are leaders and every leader needs this basic information before moving on."

Moving on is just what the petty officer academy is all about. Topics include approaches to leadership, human behavior, perception, coping with stress, and essentials of person-to-person communications. The instructors, *Fort Fisher's* chief and first class petty officers, are free to develop and implement their own techniques.

Lieutenant Robert Bovey Jr., who teaches work planning, feels the academy is necessary because many men—particularly those advancing from seaman or airman to third class—

don't know how to handle themselves or their new duties.

"These new petty officers are afraid of alienating their friends," Bovey said. "They don't want to appear authoritarian, and yet they know that the work needs to be done."

Senior Chief Engineman Ralph McLeod concurs. "The men need to consider the size of their work crew and the availability of tools before they start making any concrete plans."

As the academy's week progresses, courses in problem-solving, decision-making, professional conduct and petty officer behavior are included. Instructors adapt their own teaching style to the course outline, bringing their own expertise to the class.

"One of the basics of problem-solving involves trusting your men to do their jobs," said Commander Eugene Bailey, the ship's executive officer. "When the crew is trusted and respected as much as its leaders, they're going to contribute more."

CDR Gamboa and the instructors say it's difficult to measure the all-important results. However, phrases like "more enthusiasm on the part of

petty officers" and "increased self-confidence" pop up regularly in conversations.

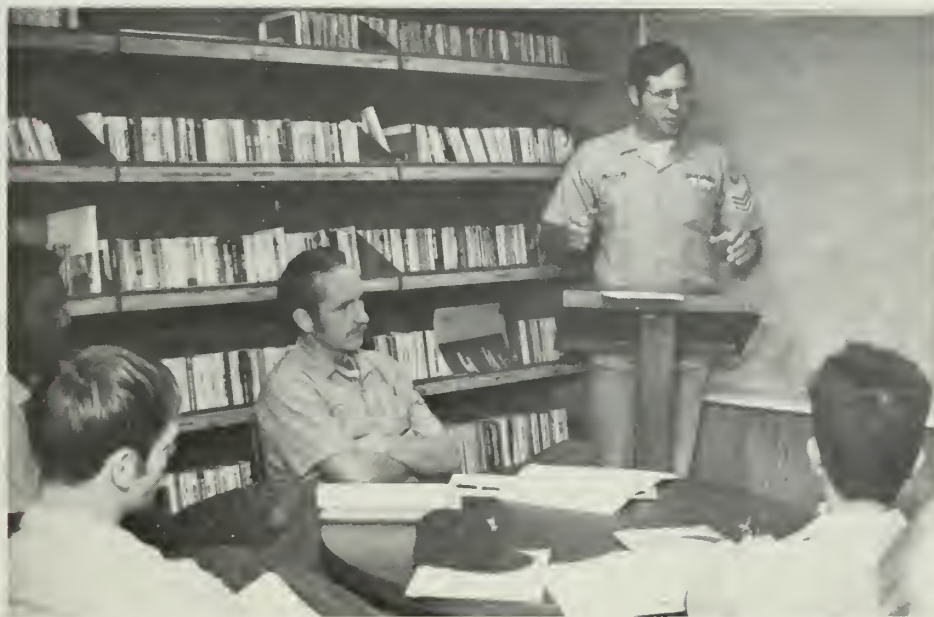
Presented to groups of 10 to 12 students, the course was developed from Navy leadership and human resources management publications, textbooks and formal school course outlines.

"The petty officer academy," CDR Gamboa said, "shouldn't be looked at as a grind. The students come from different parts of the ship. Some may not have the slightest idea what others do. The interactions in the various classes help to make the petty officer academy a sound learning experience."

"Our goal is to enroll every junior petty officer," the skipper said. "So far about 65 men have 'graduated.'"

A formal graduation is held at the end of the course, a list of the graduates is published in the plan of the day, and appropriate notations are made in each man's service record.

Good news seems to be moving at the speed of light. So far two ships and two aircraft squadrons have used *Fort Fisher's* material and have established petty officer academies tailored for their individual needs.



— Photo by PH1 John H. Greenwood



# Mail Buoy

## Marines at Sea

Since publication of the feature, "Marines at Sea," in the November 1978 issue of *ALL HANDS*, additional information has been received concerning requirements for selection to attend Sea School at the Marine Corps Recruit Depot, San Diego, Calif.

An applicant for Sea School and subsequent assignment to a ship's Marine Detachment must:

- be a U.S. citizen
- be of grade corporal or below
- have a good service record
- meet certain grade percentiles in various recruit training areas.

At one time, only members from the top 20 percent of recruit training companies were selected for assignment to Sea School. This requirement has since been dropped.

Complete details on the Sea School program are found in MCO 1300.20E.

## Confusing Terms

SIR: As a CHAMPUS advisor at the Naval Hospital, Whidbey Island, Wash., I am frequently confronted with comments and published articles pointing out the negative and confusing aspects of the CHAMPUS program. However, on a comparative basis, I have found it much better and less

costly than most other insurance plans.

As for the confusion factor, it usually results from the fact that the CHAMPUS regulations, like any other insurance regulations, are written in technical form and are generally presented to the public in that same technical form.

The main areas of confusion seem to stem from only a few basic questions, such as "When can you use CHAMPUS? When do you need preauthorization? What is meant by a 'participating provider'? What is the allowance charge? And, how do these things affect what you pay?"—HM1 Wayne C. Francis.

• *We agree that there is a "confusion factor" surrounding CHAMPUS. To help eliminate misunderstanding and to show the benefits of CHAMPUS, we have made it the subject of the second segment in our series on Navy Rights and Benefits. In that article (see January 1979 issue, ALL HANDS) we also point out the part played by CHAMPUS advisors in clearing up misunderstandings.—ED.*

## Three Corvins

SIR: I am a crew member aboard the guided missile cruiser *Biddle*, having 33 months aboard as I write.

In October 1977, my brother John reported for duty. He will be serving on *Bid-*

*dle* until August 1981. Towards the end of January we have a third brother, Allen, who will be aboard.

We are curious as to the last time three brothers served together on the same ship. Is there another ship in the fleet today with this combination?—Rick Corvin OS3, USN.

• *We have no way of telling whether there are other ships in the fleet with three-brother combinations. If there are, perhaps they'll get in touch with us.—ED.*

## Reunions

• *USS Ashtabula (AO 51)*—Reunion for all World War II shipmates Aug. 17-19, 1979, in Huntington Beach, Calif. Contact David R. Todd, 7244 Hillside Ave., Apt. 101, Hollywood, Calif. 90046.

• *Attack Squadron 106 (VA 106)*—Reunion May 1979 in Orlando, Fla. Contact Frank G. Clark, 1920 Tahiti Pl., Kissimmee, Fla. 32741.

• *Destroyer Squadron 48*—Reunion Aug. 8-12, 1979, in Shawnee, Okla., for shipmates of *USS Kidd Association, Inc.*, Destroyer Squadron 48. Anyone who served in the following ships is welcome to attend: *Walker (DD 517)*, *Abbot (DD 629)*, *Erben (DD 631)*, *Hale (DD 642)*, *Stembel (DD 644)*, *Bullard (DD 660)*, *Kidd (DD 661)*, *Black (DD 666)* and *Chauncey (DD 667)*. Contact Harold F. Manning, 310 E. 8th St., Kewanee, Ill. 61443.

• *U.S. Naval Test Pilot School*—Thirty-first reunion and symposium at Patuxent River, Md., April 28, 1979. Alumni are asked for papers on current test projects for presentation at the symposium. Contact LT P.R. Kluever, U.S. Naval Test Pilot School, Naval Air Test Center, Patuxent River, Md. 20670.

• *USS North Carolina (BB 55)*—17th reunion June 26-29, 1979, in Wilmington, N.C. Contact Alton H. Starling, 10839 Hampton Rd., Jacksonville, Fla. 32217.

• *Seabees*—30th Naval Construction Battalion reunion May 25-28, 1979, in Scranton, Pa. Contact Marion Bevilacqua, 111 S. Main Ave., Scranton, Pa. 18504.

• *Seabees*—115th Naval Construction Battalion reunion July 26-29, 1979, in Chicago, Ill. Contact Edward C. Plummer, 5023 E. Naomi St., Indianapolis, Ind. 46203.



# Stern Shots

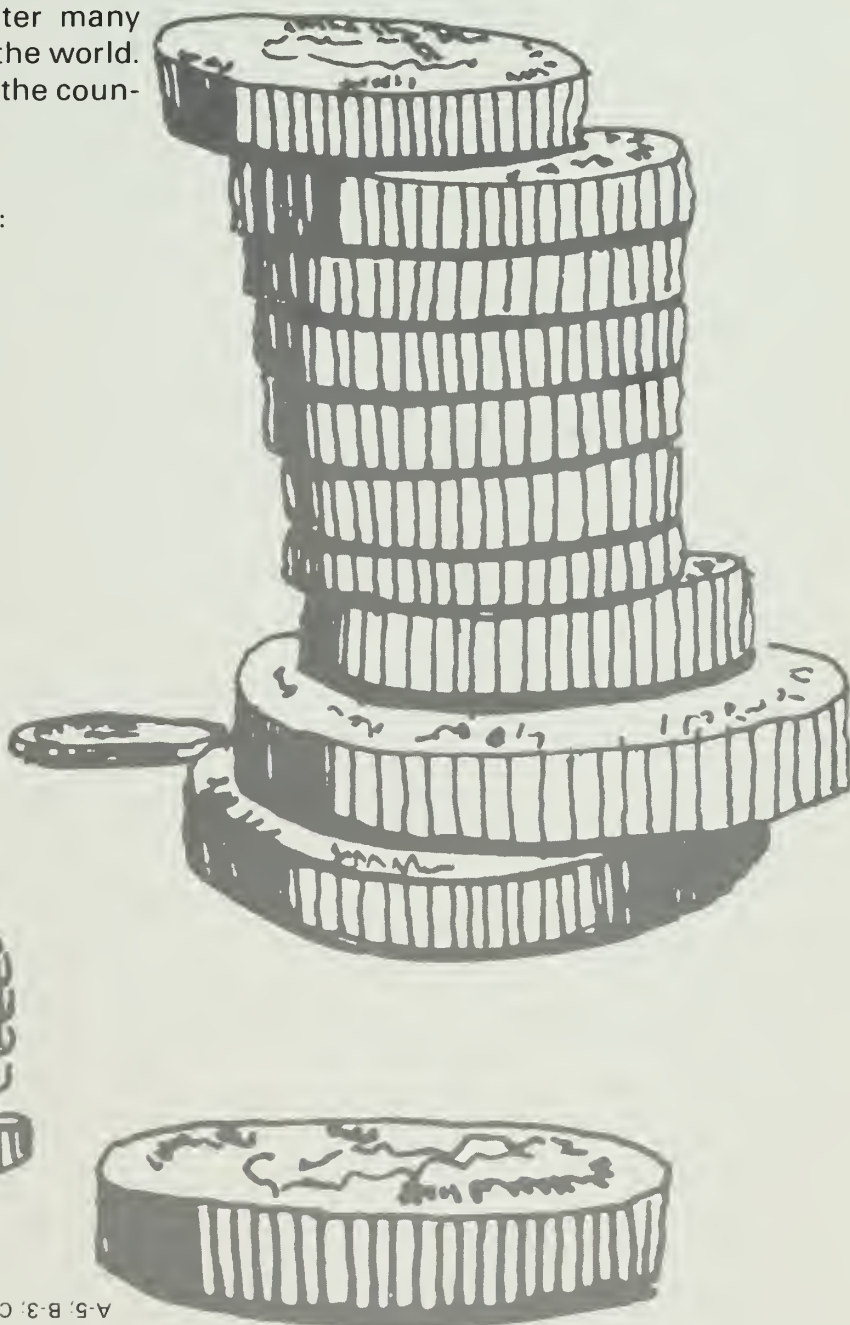
Men and women of the Navy encounter many strange currencies in their travels around the world. Can you identify the currency belonging to the countries listed below?

## Country:

1. Brazil
2. Greece
3. Iceland
4. Italy
5. Japan
6. Panama
7. Philippine Is.
8. Portugal
9. Singapore
10. Spain
11. Tunisia
12. Venezuela

## Currency:

- \_\_\_ A. yen
- \_\_\_ B. krona
- \_\_\_ C. dinar
- \_\_\_ D. escudo
- \_\_\_ E. dollar
- \_\_\_ F. cruzeiro
- \_\_\_ G. peseta
- \_\_\_ H. drachma
- \_\_\_ I. balboa
- \_\_\_ J. bolivar
- \_\_\_ K. peso
- \_\_\_ L. lira



Answers: A-5; B-3; C-11; D-8; E-9; F-1; G-10; H-2; I-6; J-12; K-7; L-4

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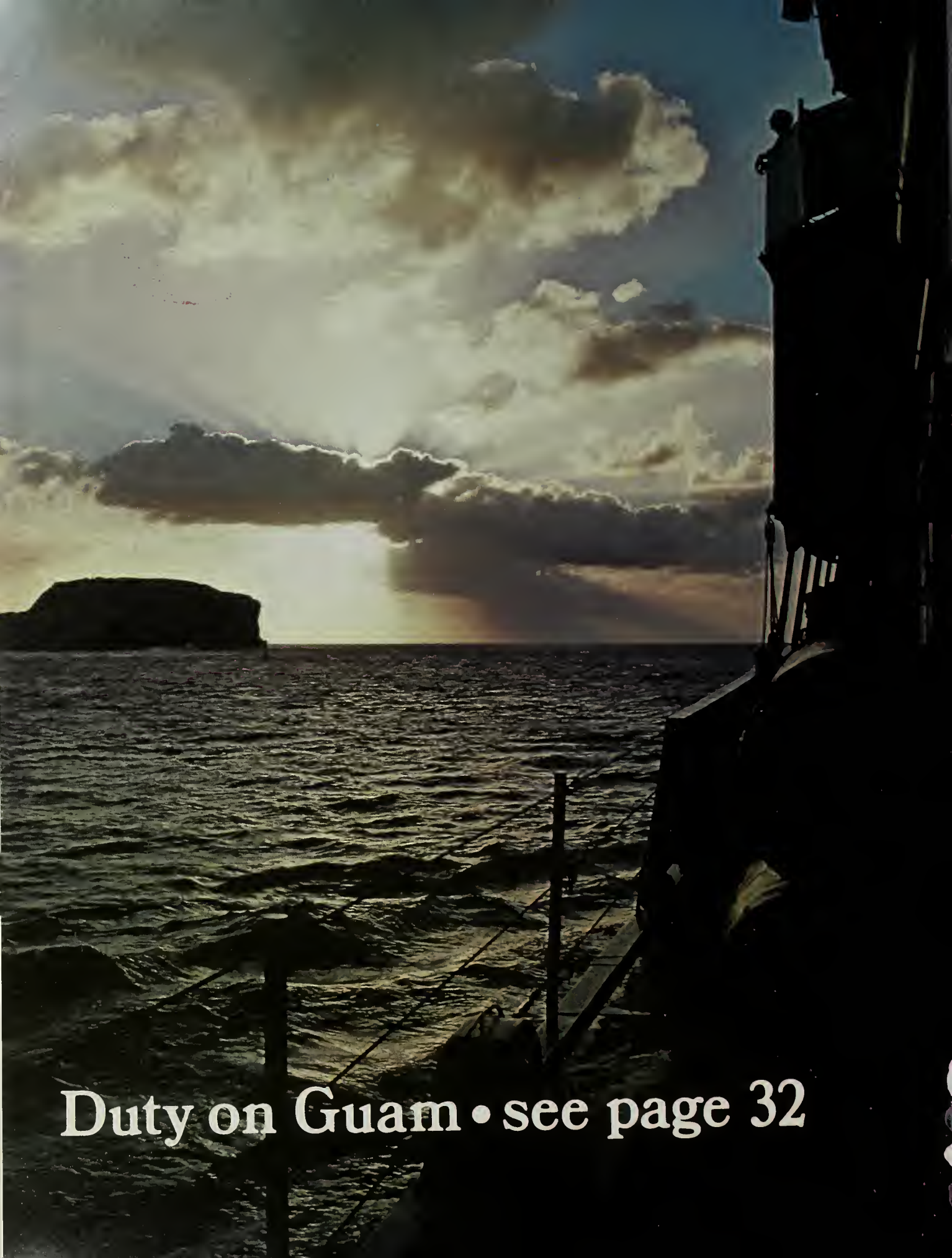
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Alexandria, Va. 22332

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Duty on Guam • see page 32

# ALL HANDS

APRIL 1979



Top Recruiters of 1978

559.05

6416



# Pride....



*U.S. Marine Corps Sergeant Kenneth Kraus tries to hold back a look of joy as he is told by the Honorable W. Graham Claytor Jr., Secretary of the Navy, that he acted in the highest tradition of the Marine Corps during the Iranian takeover of the U.S. Embassy in Iran. At the welcoming ceremony in Washington, D.C., Sergeant Kraus was awarded the Navy Commendation Medal for his actions; he also received the Purple Heart from the Commandant of the Marine Corps, General Louis H. Wilson. Photo by PH2 Doug Tesner.*

# ALL HANDS

MAGAZINE OF THE U.S. NAVY — 56th YEAR OF PUBLICATION  
APRIL 1979 NUMBER 747

Chief of Naval Operations: ADM Thomas B. Hayward  
Chief of Information: RADM David M. Cooney  
OIC Navy Internal Relations Act.: CAPT James E. Wentz

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## Covers

Front: The Navy's top recruiters of 1978 — Lieutenant Commander William H. Starnes and Chief Signalman Paul P. Covington. Their story and the stories of the other top recruiters begin on page 17. Photo by PH1 Don Sallee.

Back: Looking more like an apartment house under construction than it does a ship, this modular of a *Spruance*-class ship is alive with activity at Pascagoula, Miss. Story begins on page 22. Photo by PH1 Terry Mitchell.

Staff: Editor: John F. Coleman; News Editor: Joanne E. Dumene  
Associates: Richard Hosier (Layout); Michael Tuffli (Art); Edward Jenkins (Research); and Elaine McNeil (Editorial Assistant)



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Message: NAVINRELACT WASHINGTON DC (PASS TO ALL HANDS)



# Currents

## U.S. Navy Ships Assist in Iranian Evacuation



Four U.S. Navy ships participated in the evacuation from Iran of about 440 civilians including some 200 U.S. citizens. Approximately 260 persons including about 130 U.S. citizens embarked at Bandar Abbas, Iran, in British survey ships and were later transferred to USS *La Salle* (AGF 3) in international waters. *La Salle*, flagship of the U.S. Middle East Task Force, offloaded the evacuees in Bahrain. At the Iranian port of Char Bahar, another 180 persons including 70 U.S. citizens were evacuated by privately-owned ships. A number of these evacuees were transferred to USS *Kinkaid* (DD 965) and USS *Decatur* (DDG 31), and these ships plus USS *Talbot* (FFG 4) served as escort for the privately-owned ships as the Char Bahar evacuees were delivered to Bahrain. All U.S. Navy ships involved in the evacuation remained in international waters off Iran during the transfer of evacuees from the two cities. Navy units were cited by the Deputy Commander in Chief, USCINCEUR, for their "professional performance of duty" during the recent evacuation of Bandar Abbas and Chah Bahar, Iran. Other units taking part in the evacuation included USS *Blandy* (DD 943), USS *Hoel* (DDG 13), COMIDEASTFOR Staff and COMDESRON Seven Staff.

## Cash Awards Being Received for Suggestions



There are more than ships floating around in the Navy. There are ideas, good ideas, and lots of them. Last year, for instance, a Navy sonar technician received a \$5,000 check for a suggestion he submitted on improving a sonar system. A Navy civilian invented a system to drain water in ship-board steam systems and saved an estimated \$10 million. He received a check for \$25,000 from the Navy. While these cash awards may be unusual, serious consideration given to suggestions is not. In the first year of the Presidential Recognition Program announced in October 1977, suggestions were responsible for an estimated \$39 million savings to the Navy. President Carter cited the Navy along with other federal departments for "particularly outstanding results" in suggesting improvements to save money or improve service. Since the program began, more than 600 recommendations have been received in Washington, D.C., and 350 recognition letters have been approved and returned to Navy activities. Another 124 will soon be forwarded and about 150 others are at the White House awaiting approval. For further information on the Navy's suggestion program, see SECNAV Instruction 1650.34A or Civilian Personnel Instructions, Chapter 451.

## Some E5s May Wear Service Dress Blue Jumper Uniform

Effective immediately, second class petty officers who wore the jumper style uniform in a lower paygrade may continue to wear the uniform as E5s. In the past, only E1-E4 males were authorized to wear the uniform. According to NAVOP 22/79 which announced the new policy, the change was made "in recognition of the fact that a number of persons will advance to E5 during the first term of service" who were issued or purchased the jumper style blue uniform while in a lower paygrade. A final decision on the uniform for E5s will be made in about a year, after more experience with the jumper style uniform and after taking into account the preference of E5s. The Navy will make a decision on the jumper style uniform for first class petty officers sometime after 1982, when more experience has been gained with the uniform.

## Navy Intelligence Chief Lists Pluses/Minuses of Soviet Fleet



The Soviet navy has the world's largest submarine force, the largest ship-building industry and a potent mine warfare force. But the Soviet navy has only a limited capacity for open ocean ASW and even with the advent of the *Kiev*-class aircraft carriers, it has inadequate sea-based tactical air power. Those are some of the conclusions made in a statement by Rear Admiral Sumner Shapiro, Director of Naval Intelligence, before the Seapower Subcommittee of the House Armed Services Committee recently. RADM Shapiro, who testified on the Soviet Naval Threat, said the Soviet navy has clearly emerged as a first-rate, modern oceangoing navy with both offensive and defensive capabilities. "The Soviet government has come to realize the importance of sea power and their navy has steadily evolved from a coastal defense force to a navy with sufficient strength to challenge our ability to control the sea areas vital to U.S. security," he said. The number of Soviet ships built per year during the last decade has decreased, but the tonnage-produced figures have been increasing, RADM Shapiro explained. "The increase in average tonnage per year represents a trend to the production of fewer but larger, more sophisticated ships capable of operating for longer periods and at further distances from support bases," he said. The Soviets have been extremely active, he continued, in deploying ships in larger numbers over greater ranges from home waters. RADM Shapiro concluded that trends show the Soviet navy is a "blue water" navy capable of providing Soviet leaders with political and military options unavailable in the past. Their navy will continue to present an increasing threat to U.S. naval forces and to U.S. and allied interests throughout the world, he said.



## New Trial Period for Civilian Managers and Supervisors

A trial period to assess the effectiveness of new civilian managers and supervisors is one of the key changes brought about by the Civil Service Reform Act of 1978. Federal employees who become managers or supervisors in the future will have to serve the probationary period before they can fill the job permanently. The Civil Service Reform Act has a provision to return employees who do not perform successfully during the trial period to positions at least equal to those previously held. Each agency will determine the length of the probationary period although it must be of a reasonable duration, appropriate to the position and applied uniformly. Employees now serving as managers or supervisors, or who have served in such positions in the past, are exempt from the probationary period. This new requirement is effective when implemented by each agency, but no later than Aug. 11, 1979.

## Health Care Quality High, But Doctor Shortage Remains

Although physician recruiting and retention remain a matter of concern, the Navy Surgeon General said the Navy would continue to "provide high quality health services to our beneficiaries." Vice Admiral Willard R. Arentzen made the statement during testimony before the Subcommittee on Military Personnel of the House Armed Services Committee in February on the topic of Navy Health Care Systems. VADM Arentzen said the variable incentive pay legislation has a positive impact on the Navy's ability to recruit and retain physicians. But, he said, physicians are uncertain about the way their pay is periodically updated under the variable incentive pay plan. Additionally, inflation has eroded the value of this fixed amount. "Extreme caution must be exercised in the search for solutions to the problems created in peacetime by the shortfall of active duty physicians," VADM Arentzen explained. "The solutions must not erode in any way our capability to respond to a contingency or to support the unique requirement of the operating forces of the Navy and Marine Corps." He said the Office of the Secretary of Defense was preparing a legislative proposal which would improve the Armed Forces Health Professions Scholarship Program. The surgeon general also addressed the matter of health care for Navy beneficiaries. "The health care provided by the direct care system to Navy and Marine Corps beneficiaries is a highly valued part of the total compensation package, consistently rated as one of the most important incentives in recruiting and retention," VADM Arentzen said. He called for improvements in the administration of the CHAMPUS program to make it of more benefit to the Navy population.



## Experimental Two-year Enlistment Program Underway



## CHAMPUS Coverage Should Be Expanded, Study Says

A pilot project to determine if a two-year enlistment option is attractive to people who may not otherwise join the Navy began on March 1. Selected Recruiting Districts began offering to interested persons one of four two-year enlistment options. In addition, a four-year enlistment with enhanced educational benefits was also offered in selected Recruiting Districts. The one-year pilot program will evaluate the attractiveness of a number of options on high school diploma graduates entering the engineering community. Options include the two-year enlistment, expanded Veterans' Educational Assistance Program (VEAP) benefits, and guaranteed service school options. Additionally, the program will look at first-term attrition and retention.

Extension of CHAMPUS benefits to include dental care, well-baby examinations and inoculations, and health care was recommended in a Defense Department study released recently. The Defense Resource Management Study (DRMS) is the result of a presidential request for a searching organizational review into several areas, including the military health care system. The report has been submitted to the Secretary of Defense for review. Included among the recommendations to enhance the health care benefits are these:

- A limit on the annual out-of-pocket cost per year for health care. Amounts of \$1,000 per person and \$2,000 per family were cited as reasonable figures. The study suggested that the lack of a cap on out-of-pocket expenses was a shortcoming of the existing benefit package. The cap would also make it easier for retirees to participate in the CHAMPUS program.
- A nominal charge of \$3 per visit for direct-care outpatient visits, although active duty personnel would be exempted from payment. The purpose of this charge would be to discourage unnecessary use of the direct care system.
- Expansion of CHAMPUS benefits to include well-baby examinations and immunizations up to two years of age.
- Extension of CHAMPUS eligibility to retirees and dependents 65 years of age and older. Dental care for dependents of active duty personnel under CHAMPUS was recommended for the more distant future. Given the cost of this program, the study explained, this change should be made only after the earlier recommendations are carried out. Another recommended change would set up a test program to allow some non-active duty beneficiaries the option to enroll in a local health care plan. In the area of readiness, the DRMS study reported that early assistance from private hospitals and physicians in the event of a major war would be required. The group urged DOD to develop a plan to use those hospitals in wartime.



# *Life on the 'cape' with the birds and kangaroos*

BY PH2 DOUG CUNNINGHAM  
& J03 BOB COWAN

Yes, Virginia, there is a Harold E. Holt Naval Communication Station, but a lot of people don't know it exists. Late last year, for instance, two Holt athletes competed in the 14th Naval District's Flag Football Championships in Hawaii. Soon after arriving, they discovered none of their teammates had ever heard of a communication station in Western Australia. Fact is, most thought the duo were Royal Australian Navymen!

Named for a former prime minister of Australia, NAVCOMMSTA Harold E. Holt doesn't get much publicity. Located about 800 miles north of Perth on North West Cape, Holt's 450 Navy people and a contingent of Royal Australian Navymen (RAN) maintain and operate gear used to communicate with submarines. Communications are via Very Low Frequency (VLF) transmitters emitting radio waves capable of penetrating the ocean's surface and maintaining one-way contact with our nuclear-powered, ballistic missile subs—the world's most powerful deterrent force.

Although the station houses numerous high frequency transmitters for communicating with surface ships, these are secondary to its VLF equipment. Holt's antenna field, on the tip of the cape, covers nearly 1,000 acres—an area large enough to fit downtown Perth smack dab in the middle. It looks something like a Texas oilfield during boom times.

The center of attention amid 13 spindly towers is Tower Zero, at 1,271 feet the tallest structure in the Southern Hemisphere. Standing 21 feet higher than the main section of the Empire



State Building, Tower Zero was built after an Australian-American agreement paved the way to establish the complex in 1963.

Today, the U.S. Navy enjoys a mutually beneficial relationship with the RAN. In 1974, Holt became a jointly-manned communication station with each navy maintaining its own communications centers in the same building. U.S. transmitting equipment is shared by both countries, as are all other facilities making life on the barren cape possible.

Duty there begins when a Military Airlift Command or Australian commercial airliner lands at Learmonth Royal Australian Air Force Base, an airstrip less than 20 minutes from Harold E. Holt. (The airport, currently in a caretaker status, is capable of being converted to a full-time air force base on short notice.)

Even those who favor cape life from

the start admit the area around Learmonth isn't exactly appealing. The landscape is rough and dry, and Australian bush flies swarm incessantly during summer when temperatures soar to an intolerable 120 degrees.

Still, there are good points. Some say that parts of the terrain remind them of California's Imperial Valley. This illusion is due, in part, to the perseverance of Holt personnel in planting trees and flowering shrubs wherever they'll grow. Human landscaping efforts are supplemented by Nature's own additions—a scattering of sand dunes, shrubs, scrub patches of grass and small trees. Only a stone's throw from the Indian Ocean, the area is free of fog, smoke and big-city smells.

And then there is the wildlife. American Navy people expect to see kangaroos, wombats, koalas and other exotic beasts...and they do, though, to see most of them, they have to travel far south of the cape. Kangaroos, however, abound on the cape and bounce around enough to be considered a major road hazard. Cape birds include various types of cockatoos and the emu, a giant second cousin of the ostrich which can't

fly, but doesn't need to when it can run a mile in little more than a minute.

Before NAVCOMMSTA was established, the area's chief industry was sheep ranching. Of the two sheep ranches operating before November 1963, one is now a national park encompassing most of the cape. The other has "business as usual."

About seven miles south of the transmitter site lies the town of Exmouth. Administered by Australian officials under Australian law, Exmouth is a community of RAN and USN service people and immigrants from many European countries. In all, about 3,000 people live and work together on North West Cape, and Holt is the main employer. Due to easily established friendships and an outstanding sponsorship program, newcomers find themselves within the flow of cape life from the moment their sponsor introduces them to their Australian and American neighbors.

Exmouth isn't really a resort, but, with recreational facilities comparing favorably to those at any large stateside base, one wonders, "Why not?" Practically everyone is "into" fishing, diving, snorkling, shelling and swimming.

"I'm beginning to be a beach person myself," said Storekeeper Second Class Sonny Carlson. "I just bought some snorkling gear and I may be using it quite a bit before I leave." Carlson and his wife describe their housing as "the best in the Navy" and they like their new home because "we really fit in."

Electronics Technician (Communications) Second Class John Powelka got interested in photography soon after arriving and now teaches an amateur photography class. He would have happily devoted most of his off-duty time to making photos, had he not tried snorkling in the clear waters of Exmouth Gulf. "Now," he said, "though I still like photography, I think snorkling might just be the next best thing."

Seaman Apprentice Quitsey Walden was ready for orders back to the states the minute she set foot on Aussie soil. "I was really depressed by what I saw," she said, "I thought the airstrip was Harold E. Holt and I didn't like it at all." Now,

*Facing page: The station's VLF Tower Zero, believed to be the tallest structure in the Southern Hemisphere, rising 1,271 feet. Photo by PH2 Doug Cunningham. Below: Naval Communications Station Harold E. Holt on Western Australia's Northwest Cape. Photo by ETN2 John Powelka.*





some months later, after getting to know the Exmouth citizenry, she says, "I like the easygoing way of life here and I love the weather and beaches."

Favorable water conditions and warm climate have not gone totally unnoticed by the rest of Australia—tourists visit Exmouth year-round and invariably head for the beaches. Some come from as far away as Australia's "eastern states," some 2,500 miles away, a testimony to Exmouth's resort possibilities.

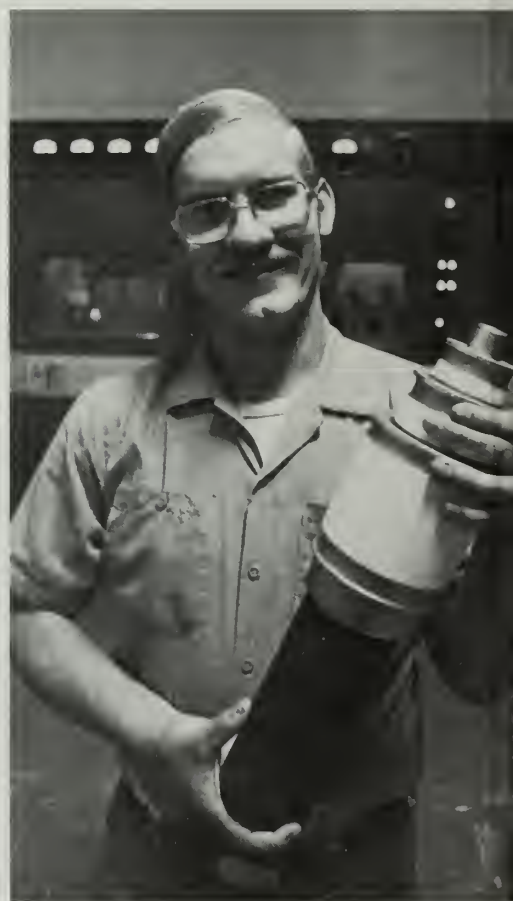
Australians, like their American cousins, love sports; volleyball, football, basketball and softball are Holt special-

ties. All sports, however, are not imported from the United States. Cricket, Australian rules football (in which players punt, kick and pass with their feet), soccer and field hockey—all traditional Aussie games—are played by Exmouth teams. Many U.S. sailors participate and find them "demanding and satisfying."

Twice a year, NAVCOMMSTA sends a varsity basketball team to compete in a basketball carnival at Geraldton, 425 miles south, and to the iron mining country northeast of the cape to play against Australian community teams.

Fast friendships and mutual admiration quickly result as U.S. sailors discover, sometimes to their chagrin, that Australians *really* can play basketball.

Though the two navies compete vigorously on the courts and gridirons, they share each other's national holidays—one of which is the Australian commemoration of the Gallipoli Campaign. April 25, 1978, marked the 63rd anniversary of the landing of the Australian and New Zealand Army Corps (ANZAC) at Gallipoli during World War I. Fighting for the British cause, the Corps' mission was to capture the Dardanelles, thereby enabling



*Left: Radioman Third Class Frank Rosenberg at the console of the Very Low Frequency site. Above: Radioman Second Class Jack Rush with one of the VLF power amplifier tubes weighing more than 20 pounds each. Right: Electronics Technician (Radio) Third Class A. Blake Pihutti and RAN Leading Seaman John Briggs demonstrate that there's enough energy in the air in the operating helix room to light fluorescent tubes. Photos by PH2 Dong Cunningham.*

Allied forces to pass through the Suez Canal, capture Constantinople, and bring help to Russians on the Eastern Front.

It's been said that Australia came of age during that campaign in which 8,587 men were killed and 19,357 wounded. Though a military failure, the campaign's heroism won its participants world respect. The landing date became a national holiday for Australia and New Zealand—and a special day for Americans at Harold E. Holt.

Each year, ANZAC Day is marked with solemn services, parades and regimental reunions. The 1978 commemo-

ration began at dawn in Exmouth as two RAN men and a U.S. Navy man and woman raised the Australian and American flags and then lowered them to half mast in honor of the Gallipoli dead. Following two minutes of silence, a requiem and reveille, the traditional wreaths were laid.

A contingent of U.S. Navy enlisted men and an all-women marching unit marched in the mid-day parade through Exmouth, along with ANZAC veterans, a Royal Australian Navy unit, the town fire brigade and units of Scouts. Leading the parade and filling the countryside with the melodious

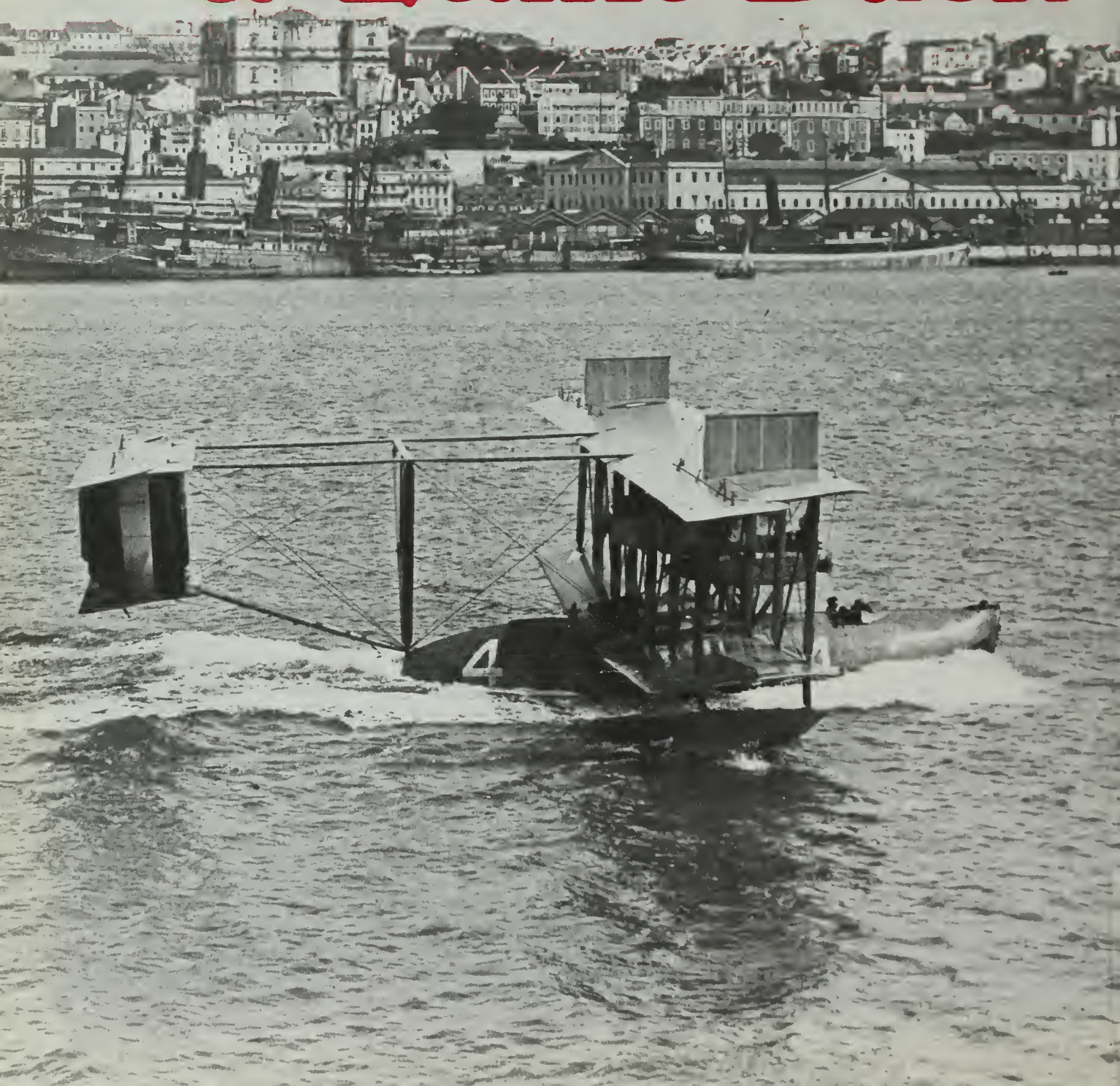
sounds of bagpipes was the Exmouth Pipe Band. Following commemorative addresses by Australian officials, the Americans blended their voices with those of countrymen in the singing of hymns and the Australian anthem.

Services such as these, daily cooperation on the job, competition in sports and social affairs soon dispel any noticeable differences in nationalities. Cape dwellers don't think of themselves as Americans or Australians; they don't think of North West Cape as the Naval Communication Station—they're just people doing their jobs, living their lives, and the cape is home. ↓





# NC-4: They Called Her a 'Lame Duck'





BY JO3 STEVE BELLOW

A nationwide celebration was under way in the early months of 1919, welcoming veterans home from the Great War. American newspapers captured the homecoming under bold headlines.

Beginning May 8, 1919, however, and continuing for the next 24 days, front page coverage of another story eclipsed the victory celebrations. On that day, three Navy aircraft took off on the first leg of an exciting venture that, hopefully, would take them over 4,000 miles across the Atlantic. This was man's first attempt to conquer the Atlantic by air.

From start to finish, the trans-Atlantic project was a tale of perseverance in overcoming almost endless difficulties. Next month (May), the aviation world observes the 60th anniversary of that opochoal project.

The three NC (Navy-Curtiss) flying boats, designed for World War I anti-submarine duty, were the largest flying boats then in existence. Their fabric-

covered wing assemblies spanned 126 feet. Each aircraft's hull was constructed of two layers of cedar planking. Empty, the aircraft weighed about 15,000 pounds.

With the end of war in Europe, some people believed there was no longer any need for these huge, expensive flying boats. However, after NC-1 set a world's record in October 1918, while carrying 51 persons, the Navy proposed that the NC boats be prepared to fly the Atlantic before the summer of 1919. If successful, these roomy, wooden aircraft would be the harbinger of passenger and cargo transports that would be designed for later trans-Atlantic crossings.

On May 8, 1919, the three NCs departed the East Coast in their bold attempt to reach Europe via Newfoundland and the Azores. Leaving Naval Air Station Rockaway, N.Y., were NC-1, -3 and -4 (-2 had been "cannibalized" for spare parts).

Commander John H. Towers, navi-

gator of NC-3 and originator of this daring attempt, led the three flying boats to their first scheduled stop, Halifax, Nova Scotia. NC-4 was commanded by Lieutenant Commander Albert C. Read, and NC-1 by Lieutenant Commander Patrick N.L. Bellinger.

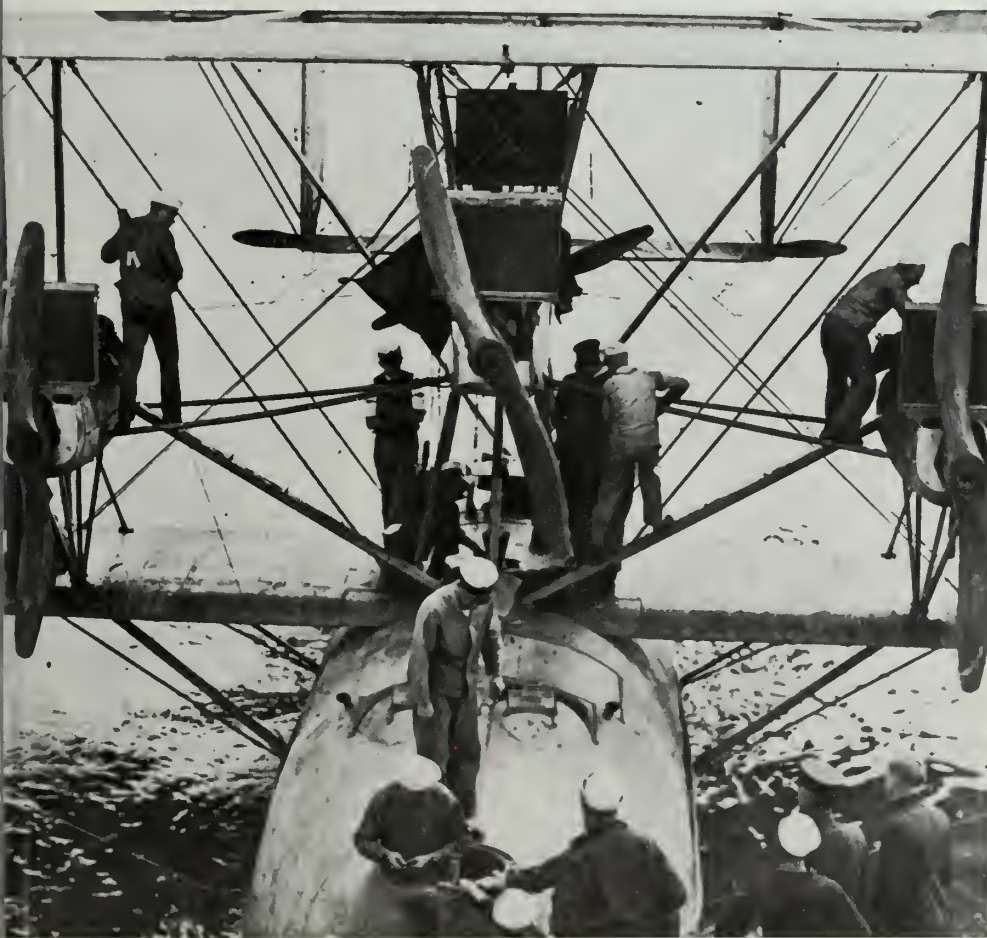
Two of the craft, NC-3 and NC-1, arrived at Halifax without incident. NC-4 developed engine trouble offshore Cape Cod and landed at sea, taxiing on the surface to Naval Air Station, Chatham, Mass., where her 400-h.p. engines could be repaired.

Newspapers were calling the NC-4 the "lame duck" and were circulating rumors that she should withdraw from the flight. This initial setback wouldn't have been so discouraging to LCDR Read and his five crewmen had they known that NC-4—in the end—would be the only flying boat to complete the crossing.

Trouble plagued NC-1 and -3, as well. After their landing at Halifax, their propellers developed serious cracks, forcing the crews to lose a day while the props were replaced. Meanwhile, repairs were completed on NC-4 but gale-force winds and rain kept her at Chatham.

On May 16, eight days after the start of the flight, the three NC boats (having grouped again in Newfoundland) roared down Trepassey harbor and climbed into the gathering darkness. Cruising at about 72 knots, the crews spent a lonely night, apprehensive of the 1,200-mile stretch between Newfoundland and the Azores. Though cold and uncomfortable, they passed the night without incident.

In the night, the aviators drew some comfort as they passed the 21 Navy destroyers that had been stationed at intervals between Newfoundland and the Azores. The destroyers served as visual and radio navigation aids and communication links. Their secondary task was



*Facing page: The lone survivor, the NC-4, piloted by Lieutenant Commander A. C. Read, after landing in the Tagus River at Lisbon after its grueling 24-day adventure. The Navy-Curtiss flying boat had proven that regular trans-Atlantic flight was about to become a reality. Left: The NC-4 being readied at the Naval Air Station, Rockaway, N.Y., for its pioneering flight.*



to provide weather intelligence and, if necessary, rescue service.

The security of having 21 destroyers strung out below them may have given the impression that the flight was a simple affair. But in 1919, when aerial navigation across a great trackless sea was not yet an accomplished fact, when aircraft radio was primitive and unreliable, and, when many flight instruments were yet to be invented, it was not easy to zero in on nine tiny islands scattered over several hundred square miles of ocean. If an eastbound pilot missed the Azores, his next landfall was Africa, hundreds of miles away.

At dawn, CDR Towers spotted a ship in the fog on the horizon. He took it to be one of the Navy destroyers and altered his course accordingly. The ship Towers saw was the cruiser *Marblehead* returning from Europe, and this misidentification produced an erroneous bearing that took NC-3 far off course.

Running low on fuel, NC-3 made a forced landing in the rough seas, and the impact collapsed the struts supporting the centerline engines. NC-3 could go no farther by air—but Towers managed to sail the craft backward 205 miles to her destination in the Azores.

Flying several miles away to avoid the chance of mid-air collision in the darkness and fog, LCDR Bellinger had similar difficulty, but landed his NC-1 on the water without sustaining damage. Once down, 60-knot winds and mountainous seas prevented any headway. Luckily, a Greek freighter appeared out of the fog, rescuing Bellinger and his crew. Attempts to retrieve NC-1 failed because of the violent seas. She sank three days later.

Meanwhile, LCDR Read in NC-3 found a break in the fog and, after a seemingly endless 15-hour flight, landed his craft in the harbor of Horta, not far from the island of Fayal in the Western Azores.

For almost three anxious days, NC-4 rode her moorings at Horta, kept there by high seas, rain, and fog. On the 20th, the weather cleared slightly, permitting takeoff. In less than two hours NC-4 reached Ponta Delgada, another seaport community in the Azores. But a

week of bad weather and more engine troubles delayed her departure for Lisbon. Finally, at dawn on May 27, she continued the journey.

Another chain of destroyers extended between the Azores and Lisbon; as NC-4 flew over them, each ship radioed ahead her passage. Progress of the NC-4 was being tracked by the Navy Department in Washington as well. Finally, word passed from the last ship in the picket line that completion of the flight was only minutes away. Then, at one minute past 8 p.m. on May 27, 1919, NC-4 touched down in the Tagus River off Lisbon. The first trans-Atlantic flight was an accomplished fact.

NC-4 continued the final leg of her historic journey on May 30, landing at Plymouth, England, the port from which the Pilgrim Fathers had left for America 299 years before. The 24-day venture had ended.

NC-4's successful trans-Atlantic crossing meant that no one again could be first. After May 1919, the world

knew that men would fly the Atlantic again—and again. They would fly it faster and with fewer stops. They would fly it non-stop. They would fly it in company, and alone. They would fly it with tens and even hundreds of passengers, at speeds and with comforts impossible to imagine in 1919.

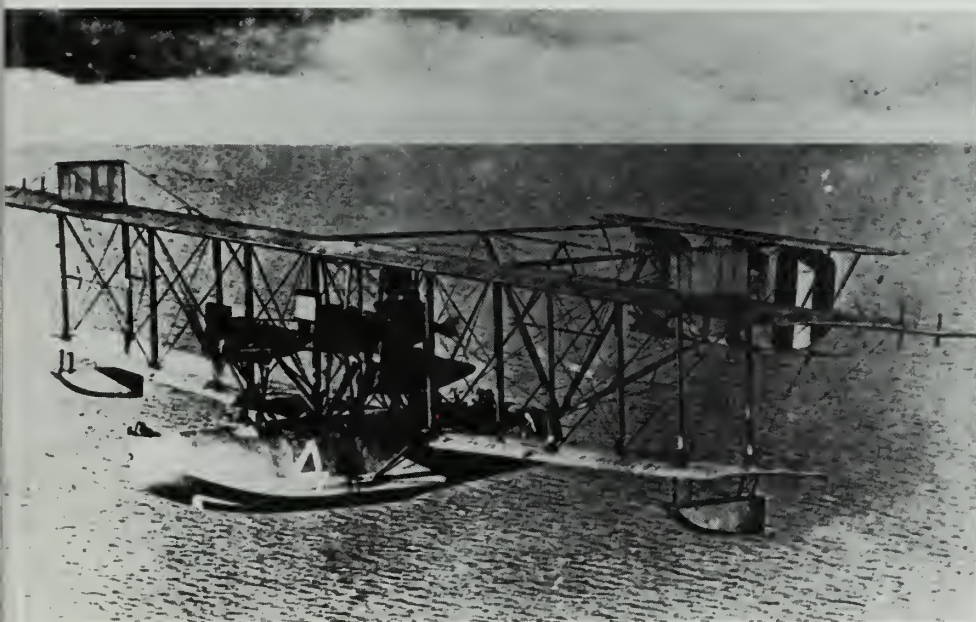
Following her return by ship to the United States later that year, NC-4 was taken on a year-long recruiting tour of the country. The plane elicited much the same wonderment and interest that is accorded now to a recovered space capsule.

Today, 60 years old, the NC-4 flying boat has a well-deserved place in history along with the Wright Brothers' flyer biplane and Lindbergh's *Spirit of St. Louis*.

On display at the Aviation Museum, Pensacola, Fla., the reconstructed NC-4 is a reminder of the hardships of early aviation and of the skill and daring of the men who crossed the Atlantic in the Navy's aerial flying boats. ↓



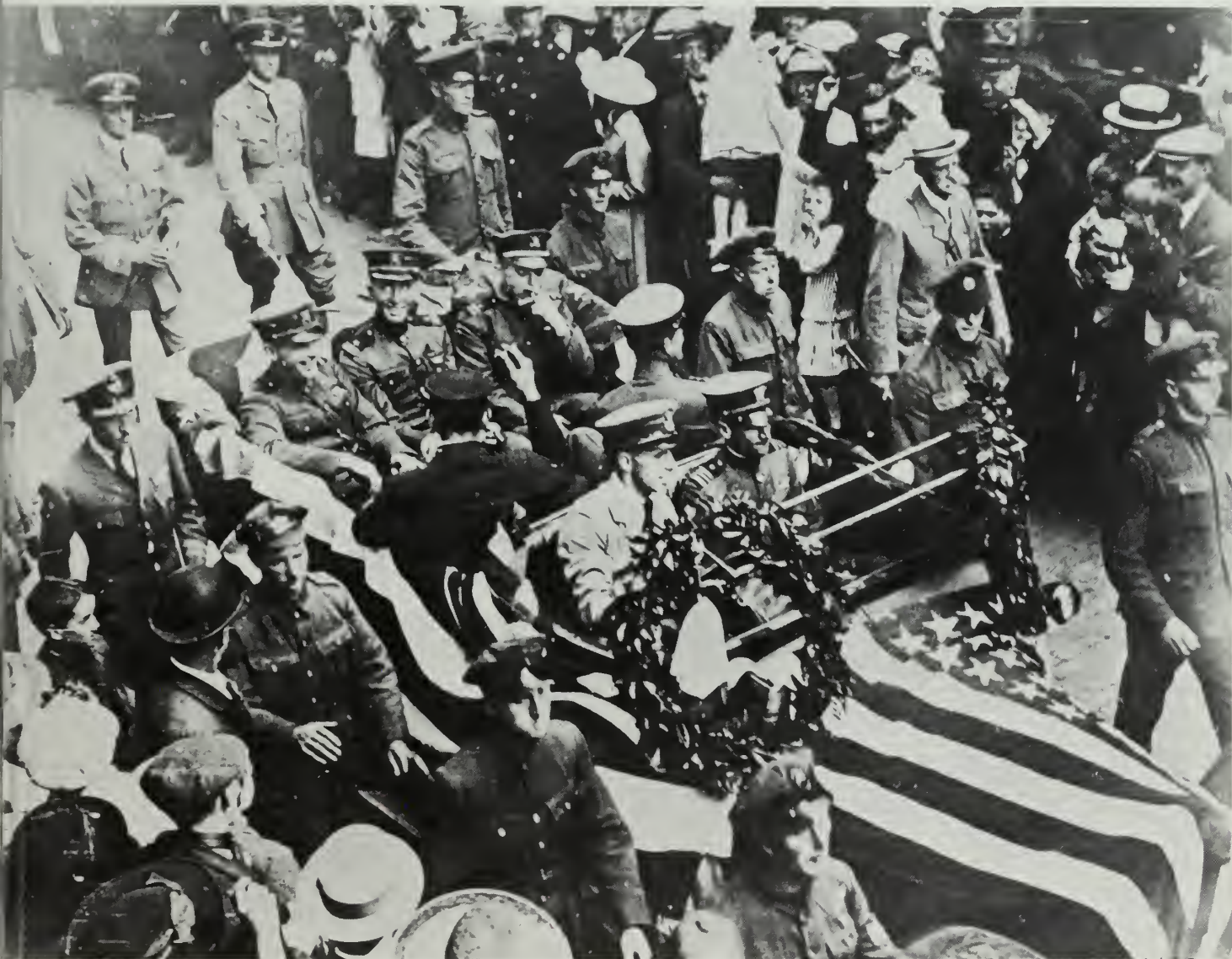




*Opposite page: Lieutenant Commander Read with Commander Cummings (right) in a relaxed mood on the voyage home.*

*Left: The famous flying boat making a trial flight near the Naval Air Station at Rockaway, N.Y. The plane can be seen today at the Naval Aviation Museum at NAS Pensacola, Fla*

*Below: A heroes' welcome awaited the crew after their landing at Plymouth, England, on May 30.*







# Truckin' with Big Moe

STORY AND PHOTOS BY  
PH2 WILLIAM BREYFOGLE

Close your eyes and think "Navy."

It's an even bet that certain pictures will come to mind. Gray ships, sailors on liberty in foreign ports, "Tin Cans," "Bird Farms"—they're all part of the Navy.

Not to Equipment Operator First

Class Billy "Big Moe" Moshenek—not entirely.

The "foreign ports" in his daydreams are small, Midwest towns. His "ship" is a diesel-powered tractor/trailer, and his oceans are the nation's interstate highways. As an exhibitor/showman for the Navy's Recruiting Exhibit Center in Washington, D.C., his main duty is "truckin'."

Moshenek drives the Navy Careers Education van, a 40-foot, walk-through traveling multimedia display. With the latest in video tape players, slide presentations, and floor-to-ceiling photographs, the exhibit graphically depicts the highlights of a Navy career: professional training, good jobs and world travel.

Assisted by local recruiters, Moshenek sets up, operates and maintains the electronic displays, holds daily "field day," talks with prospective sailors, and, of course, drives. He calls at vocational schools, high schools and community colleges all across the country.

He loves his job and will tell you so. "Driving this rig is my hobby. I'd rather 'herd' this big ol' thing than drive a Cadillac.

"I also like being with the young people we come into contact with—they're smart. I enjoy showing them what we've got to offer."

Like all proud truckers, "Big Moe" lavishes attention on his 14-wheeler and is genuinely pleased when others notice its bright, Navy blue paint scheme.

"That's a right, pretty truck you got there, good buddy," crackles the radio in the cab. "Sure wish mine looked that good."

Much as he likes his job, he admits it does have its drawbacks. "Most of the time, truckin' is pure pleasure," he explains, "but sometimes this cab can be the loneliest place on God's earth...espe-



*The Careers Education Van brings Navy information to thousands of high school and college students.*



cially when I've been on the road for a few months, in a new town, and don't know anybody. That's when it gets lonely—but it passes."

On his last stint, which kept him on the road for about nine months, he and his van crisscrossed 31 states for two performances a day, five days a week.

"Actually, it's not really all that much. When I was a civilian trucker, I used to average about 150,000 miles per year. This year, I'll get only about 42,000 miles. But with all those stops, that still adds up."

One might think that with such an existence, Moshenek would lose touch with the Navy and think of himself as just a trucker. "Not so," he says. "I'm proud to wear this uniform, and if people don't believe that I'm proud to be a Navy man I'll sure tell them."

He has served as a heavy equipment operator in many of the Navy's mobile construction battalions. Still, as much as he loves trucking, Moshenek enjoys duty with the Seabees.

"When I'm with a battalion, I like the feeling of doing a good job and getting the project done."

Even in a construction battalion, he took time out to meet and talk with the Navy's young people. "Young guys seem to trust me. They know that they can come to me with their problems, and I'll do everything I can to help. 'Moe's cool,' they'll say. I like that," he chuckles.

Meanwhile, he's back in his element, on the road again. Ahead lies an unbroken expanse of concrete "super-slab" and another show to do that day.

Shifting gears on a steep upgrade, he reflects, "Happy? Sure I am. The Navy's paying me to do what I like best, truckin' and talkin'." ↓

*Top: Before every performance, Moe and the local recruiter, in this case AMH2 (AC) Bob Walsh (left), set up the entrance and exit stairs.*

*Middle: Video-tape players, photographs and random-access slide projectors give Indiana high school students a good idea of what a Navy career is all about.*

*Bottom: Anticipating heavy snows ahead, Moe hooks tire chains to his 14-wheeler van.*



# Recruiters of the Year - 1978

STORY BY PH1 TERRY MITCHELL  
PHOTOS BY PH1 DON SALLEE

For many young people, a Navy Recruiter is their first encounter with the Navy. That first impression is critical and usually has a lasting influence. The people chosen as Recruiters of the Year made that critical first impression pay off in over 443 enlistments and 177 officer accessions in fiscal year 78.

"The candidate is looking at you while you're talking to him, said Lieutenant John Chalker, Officer Recruiter

*LT John E. Chalker*



of the Year from the San Diego Recruiting District. "He sees that you're successful and that's what he wants also. If you're sitting there looking humdrum, looking like you don't enjoy what you're doing, he doesn't want any part of you or what you represent.

"But, if you have all your ducks in a row, all your marbles in one bag, he says to himself, 'Hey, I'd like to be with that outfit, especially if I get to do all those things he's talking about'."

Getting their "...ducks in a row, all their marbles in one bag..." describes how six enlisted and six officers achieved prominence as Recruiters of the Year. Chosen by their recruiting districts and areas from over 3,500 Navy recruiters in the field, they are the best. A Navy Recruiting Command board then had the still more difficult task of selecting one enlisted and one officer from the winners as the Outstanding Recruiters of the Year.

Not just numbers, but quality numbers of people recruited played a large part in the board's selection of Signalman First Class Paul P. Covington and LCDR William H. Starnes as the top recruiters.

Covington, meritoriously advanced to chief petty officer as a result of his selection, recruits in a 15.5-square-mile area of Jersey City and Hoboken, N.J., Chief Covington doesn't wait for prospective enlistees to walk into his office; he goes to them, taking the Navy right into the inner city.

"When I walk down the street in uni-

form, and someone yells out 'Hey swabbie' or something similar, that's the guy I approach. I've got to convince him and the others that the Navy's a good deal. The rest seems to follow. I know they'll respond to the educational benefits and also the benefit of getting out of the city. That's what I hit them with first," said Covington.

Being on the street, or "walking and talking" is only one of the chief's recruiting techniques. He also takes the Navy to the local high schools for career day and classroom presentations.

It all adds up to meeting his quota.

*SMC Paul Covington*





# Recruiters of the Year

which he dismisses as merely a figure. "We do have a quota to consider, he says, "but I like to help people—I'm interested in the individual. I try to find out first what they're looking for in the Navy. My goal comes second."

Covington's competitor is the blue-gray tube in everyone's living room. "Television has some of these guys living in a fantasy world. So, I tell them like it is—I don't try to cover up. Actually, I'll try to make it seem a little bit harder than it really is. Then when they come back from boot camp, they say 'The Navy's a piece of cake—it's not as hard as you said it would be.'"

Like his enlisted counterpart, Lieutenant Commander William Starnes takes the Navy to the campus and the community. But he also takes the candidate to the Navy. "We'll take guys on tours of nuclear submarines, and tours of the Charleston Naval Base," he says.



*LCDR William H. Starnes*

"After that, *they* decide if they're turned on to the program or if they don't want any part of it."

For those who are interested in Naval Aviation, Navy pilot Starnes gives the students an indoctrination flight in a T-34 trainer. "This gives us the opportunity to screen the applicant and see if he is

adaptable to Navy flying. It also gives the student a chance to see what Navy flying is all about," he said.

In the officer recruiters' quest for qualified college graduates, competition doesn't come from the other service recruiters but from large corporations and technical firms. Corporations simply increase the starting salary to lure a highly qualified graduate. But Lieutenant John Purkat, Officer Recruiter of the Year from the New Orleans District, has another answer. "We stress the amount of responsibility, at a very young career point, that the individual will encounter in the Navy," he says. "In most cases, that same individual will not have that kind of responsibility with a corporation."

About sea duty, Purkat tells candidates from the beginning. "Hey, we're in the Navy and sea duty is a fact of life." "Once that's out in the open, I can talk about other things. Surprisingly, very few people back off because of sea duty."

Torpedoman (SS) First Class Walter Trahan, Recruiter of the Year from the Houston District, says he's up against college recruiters. But Trahan's edge is the people he has recruited who come home on leave from boot camp or from

*LT John R. Purkat*



"A" school and help him out. "They don't have to sell," he says of his new sailors. "They just have to smile."

When Trahan was named Recruiter of the Year, the mayor of Lake Charles Louisiana presented him a key to the city and a local radio station named him "Citizen of the Week." This action says much for his standing in the community.

Rather than consider local colleges as his competition, Aerographer's Mate First Class Mike Nelson delights in sending candidates to college—on NROTC Scholarships. "I get a lot of



*TMI Walter D. Trahan*

mileage out of the NROTC program," Nelson says. "But instead of having a university representative award the scholarships, I like to do it myself."

It's not that the Minneapolis Recruiting District Recruiter of the Year likes the limelight. He feels if the Navy is selling an ROTC program, then a Navy representative should be involved.

Nelson also believes in getting everyone involved in recruiting—his wife, family, friends. He also uses all as a source of contacts.

Also from the Minneapolis District, Officer Recruiter of the Year Lieuten-



*AG1 Michael J. Nelson*

ant Commander Matthew Larson, used his expertise in market analysis to improve not only his recruiting figures but also the rest of the officer procurement team in his district. Larson took over much of the paper work from his fellow recruiters, allowing them to

*LCDR Matthew D. Larson*



accomplish the main objective—recruiting.

Pinpointing his methods, Larson says, "We're looking at people in recruiting now who are basically extroverts, and above all, achievers. When they get to recruiting, they develop the tenacity to continue the success they've had."

The Richmond Recruiting District Officer Recruiter of the Year, Lieutenant Thomas Snyder, is another believer in tenacity and hard work. "Still there are misconceptions about the Navy," he says. "You've got to find out what they are. You have to start picking the guy's mind to find out what he doesn't like; then, come up with the do-likes about the Navy."

Snyder's method is to set up a little booth on campus in the student union—a "fruit stand" in recruiter parlance—where he is both visible and available. "I know the people on campuses are talk-



*LT Thomas D. Snyder*

ing about retirement packages, upward mobility, benefits and salary. They want to know these things because they are the more educated job seekers.

Like all recruiters, Snyder wears his uniform as much as possible to advertise the Navy. "Sure you get a lot of

questions about what you're doing in the Navy and who you are. And you do get tired answering the same questions. "There's a lot of frustration in this job, but there's also a lot of satisfaction when that young ensign, right out of flight training, comes back to you with his new wings.

After five years of recruiting, Radioman First Class Darrell Lanterman has established an organized approach that allows him to do most of his recruiting right from his desk in Lancaster, Calif. Lanterman, the top enlisted recruiter from the Los Angeles District seeks out the person he thinks should be in the Navy.

"Hearing the truth about the Navy is a stumbling block only to those people who probably weren't serious about it in the first place," he said.

Lanterman uses brochures, video cassettes and other recruiting aids to satisfy the candidate's thirst for information. Along the way, he says, "a recruiter has to dispel a lot of fears."

Darrell's excellence in recruiting not only contributed to his selection as a ROY, but also to his recent selection to the Career Recruiting Force.

All of the top recruiters regard personal concern as a necessary ingredient in successful recruiting. Boatswain's

*RMI Darrell R. Lanterman*





# Recruiters of the Year

Mate First Class Rufus Gibbs is no exception. He wants the prospective enlistee to like him first. "I take one person at a time," he says, "and each one of them gets to know me."

Gibbs wants each person that comes into "his" Navy to love the Navy.

Working out of a five-man station in metropolitan Charleston, S.C., Gibbs used his personal touch to nearly double his goal. One of the reasons he developed his offbeat style is because he felt that recruiting school emphasizes too much salesmanship and, as Rufus confesses, "I'm no salesman."

One recruiter is not at all sure he

generated their own leads and a followup system as well. His system involves the entire office staff so that anyone can handle any candidate brought into the office.

As for his selection as the Recruiter of the Year from the New York District, he feels that everyone in the office should have gotten it instead of just him. "Why should recruiting stress an individual's productivity, when the rest of the Navy is *team* oriented?" he asks.

Benway used much more than his recruiting aids, he created some new ones. He initiated new advertisements, nuclear power recruiting posters and a brochure entitled "Interesting Facts About Nuclear Power".

Pittsburgh's Recruiter of the Year, Navy Counselor First Class James Eller II, feels his success is due to two things—his enjoyment of the Navy and his love of recruiting. A "morning organizer," Eller maps out his schedule early in the day and sticks to it. He gets a little jittery before the day's first call. As a way to combat the jitters, he gets on the phone right away.

"But that doesn't mean that an early morning contact is more likely to join the Navy than a later one," he says.

Eller, a selectee for advancement to chief, has received numerous awards,

*LT Charles Benway*



including a letter of commendation from Commander, Navy Recruiting Command upon attainment of his tenth Gold Wreath (encircling the recruiter's badge) for recruiting excellence.

All of the Recruiters of the Year and their wives were rewarded with trips to Washington, D.C., where each recruiter received the Navy Achievement Medal, a plaque from the Commander, Navy Recruiting Command and another plaque given by the commander of their respective recruiting area.

The Washington visit was an intensive four days of briefings, tours, luncheons and discussions. While the wives visited Washington landmarks, the ROYS attended meetings at Recruiting Command headquarters.

Everywhere the recruiters and their wives went, they received special attention, equal to that given visiting digni-



*NCI James M. Eller*

should have received this year's award. Not only that, Lieutenant Charles Benway wasn't even sure what recruiting duty was all about at first.

"I got orders to recruiting duty in New York," he said, "and I thought I was going to spend two years on Times Square handing out leaflets. It's not like that at all!"

Benway steers people into the nuclear power programs, something he doesn't do by just by handling out leaflets. He reorganized the recruiting systems used in his office to the point where recruiters

taries. They rated the first class treatment, because of the special attention they gave to their job as recruiters. ↓



*Left: LCDR Starnes introduces his wife, Patricia, to ADM Thomas B. Hayward at a reception in the CNO's office.*

*Below: SMC Covington and his wife, Sherry Ann, with ADM Hayward.*

*Bottom: ADM Hayward and the enlisted Recruiters of the Year. (Photos by PH1 Terry Mitchell)*





# Modular Techniques Permit Assembly-line Operation

STORY BY JO1 DAN WHEELER  
PHOTOS BY PH1 TERRY MITCHELL

In southern Mississippi, where the Pascagoula pours into the Gulf of Mexico, there lies a 611-acre tract of reclaimed swamp.

Marsh birds have long since disappeared from the land. Every day, however, the conversations of 19,000 shift workers drown in the screeching of steel plates being wrenched into assigned shapes. Where vegetation once flourished, 75-foot straddle cranes, bells clanging, lumber from one work station to another. Burnished aluminum super-

structures and red-lead hulls fill niches formerly inhabited by reptiles.

This is Ingalls Shipbuilding division of Litton Industries in Pascagoula where the navy's newest destroyers are built on an assembly line, using modular techniques.

During four decades of shipbuilding—most of it on the Pascagoula's east bank—Ingalls has built more than 270 Navy and merchant marine ships, every kind from nuclear-powered submarines and sub tenders to escort aircraft carriers and auxiliary craft. Yet, in the early 1970s, the yard geared up for its most ambitious project: the design and con-

struction of 30 *Spruance*-class destroyers. Those DDs, designed to be the Navy's most advanced ASW platforms, had to be built economically and with room for expansion as new technology produced more sophisticated equipment.

With that goal, Ingalls expanded its shipbuilding facilities to include the reclaimed west bank of the Pascagoula.

*Right: The destroyers O'Bannon (987), Harry W. Hill (986), Leftwich (984) and Nicholson (982) moored on the east bank of the shipyard await final work and initial outfitting.*

*Bottom: In what appears to be a mirror image, two destroyer midsections are worked inside and out.*







Previously, each Ingalls' vessel had been constructed on shipways and launched when 40 to 50 percent complete. Using this conventional and time-tested method of construction, the yard's primary goals were to build a watertight hull, launch it, and then fill it with weapons and electronic systems. This method worked, but it was neither time- nor cost-efficient for building 30 ships of the same design. Additionally, it had the drawback of delaying installation of major systems until after launching—a time-consuming process complicated by the relative inaccessibility of completed hulls.

These drawbacks were overcome and quality-control capabilities increased when Ingalls pioneered modern modular building techniques in the United States. Shipways were not used. An assembly-line-type operation, similar in many ways to what one might expect to find in a pre-fab home production plant, replaced them.

Under the modular concept—instead of building one completed hull, launch-

ing it, installing major systems, and then starting another—the yard began construction of five ships simultaneously, each in three major sections called modules. Each module—forward, middle and aft—consists of numerous sub-sections originating in all parts of the yard. Because material flows in an orderly and pre-determined fashion from one work station to another throughout the yard, all sections converge in one of the three modules, installed as needed.

It takes about 18 months for a sheet of steel or aluminum to flow through the 20 or so work stations where it is shaped into superstructures, ducts, keels and deck plates and ends up as part of a module. Then it takes another two weeks to move the modules with four-wheeled carts and weld them together. The key advantage to modular construction is that much of the early outfitting is accomplished while the ship is still in three sections. Pipe, sheetmetal duct work, machinery and electrical components are installed, before the

hull sections are joined, allowing easy access. At the time of launch, the ship is approximately 70 percent complete.

Since Ingalls is responsible for designing *Spruance* DDs and for procuring and installing practically every weapons and electronic system used in them, the yard tests each component at Ingalls' Land-Based Test Facility (LBTF). In the LBTFs, missile fire control, surveillance, exterior communications and electrical navigational systems, to name a few, are assembled in the exact configurations in which they will appear inside the ship's skin. Next, each is tested in simulated combat situations and attached to aluminum frames or pallets. Each pallet is subsequently installed in the appropriate compartment and the modules are welded together. Finally, all systems are connected to power sources and additional system units (located in other modules).

With systems installed, hull watertight, and superstructure welded into place, the ship is moved to a floating drydock where she's launched. (A note



to trivia buffs: the same four-wheeled, electric carts which carry each ship to drydock are credited with having moved the heaviest object ever transported by man across dry land. That object—an Ingalls-built LHA—weighed as much as 30,000 compact cars, about 60-million pounds.)

It takes the drydock about eight hours to fill with water, thereby floating the DD which is then towed to the east bank docks. During the ensuing year, each destroyer is painted throughout, habitability items are installed, all those tests requiring water—calibrating sonar equipment and testing engines, for instance—are performed, and sea trials are held. All this accomplished, the ship is commissioned and sent to the fleet. At this time, every *Spruance* ship has either been built or is in some stage of construction. The yard is turning out a completed product at the rate of one every ten weeks, with the last expected to be commissioned in November 1980.

About six months after commissioning, each ship returns to Pascagoula for a post shakedown availability period—in many ways similar to the warranty service required by the sellers of new automobiles. During PSA, additional equipment is installed and discrepancies occurring since commissioning are corrected. The whole operation usually takes about four to six weeks, after

which each destroyer leaves Ingalls for the last time.

From the yards following PSA, they sail wherever ordered, always involved in training, always ready to fulfill the mission for which they were built: “to seek out the enemy and attack.” It was with that mission in mind that Ingalls Shipbuilding designed and built the *Spruance*—class destroyers, three modules at a time.

*Right: Dwarfed by immense hulls, a shipyard worker calls to her co-workers atop the scaffolding.*

*Below: Supported in a jig of steel I-beams, a bow section is worked on amid a jungle of acetylene and oxygen welding hoses.*

*Lower right: Positioning a dome under a bow section for welding requires herculean effort, but with precision of 1/8 of an inch.*

*Lower left: Welders, piecing together a honey-combed bottom section, weld the huge pieces upside down instead of holding the torches overhead.*





# Grating Noise Is a Shipbuilder's Music

"I hear America singing, the varied carols I hear." Penned by Walt Whitman nearly a century ago, few phrases better capture the *feeling* of a shipyard or the sounds of men and women building America's warships.

As a single impression, a shipyard is cluttered and dirty; its noise assaults and grates on the nerves. The onslaught comes from all directions; there seems no place to escape to silence.

Yet, to one attuned to its various sources, yard sounds aren't exactly noise. As Whitman observed, they are merely the music of America at work, building for defense.

Sparks spray like fireworks on the Fourth of July. A welding torch hisses its tune as a woman worker bends over her work, ensuring a proper weld. An aluminum sheet screams as it bends in a

set of mechanical jaws. The quiet humming of an unshaven operator perched close at hand is barely audible.

There's more: motors whine, engines putt, hammers pound, bells clang to warn of an approaching crane hoisting a keel, whistles signal lunchtime, sand scrapes raucously as it's spewed against old paint by compressed air, and a thousand private conversations scream to be heard above the din of ships being born.

Each tune contributes to the cacaphony in its own key, yet the feeling is more than sound—it's visual as well.

Painted on the starboard bow of the incomplete *Deyo* (DD 989) "Kojack & Phyllis" jumps out at all who pass—a silent proclamation of love soon to be covered with haze gray. Above it, men stretch and women stoop on scaffolding. As the plank beats gently against

the hull, they slap primer on sanded sections. Skyward, cream-colored sonar housing and red-splotched hulls resting on keel stands blur against the winter sun. Beyond that, yellow cranes swinging their tentacles chug along on tracks—creatures from another world searching for a ship to attack.

Before they are welded together, each ship waits in three sections, each more than 150 feet long, for hundreds of workers to complete assigned tasks. As on an assembly line, some turn a screw while others weld a particular seam or paint a designated section of hull—no job seems important alone. Yet, delete one of them, only one, and a trainload

*As the flush-decked hulls in the background near completion, one welder heli-arcs aluminum plates together to form a deckhouse.*





of steel would never be transformed into a ship of the line.

Invisible to the casual observer, ship parts flow with measured precision from one station to another on forklifts, truck beds or simply cradled in the "v" of a worker's arms. Across 611 acres of shipyard, according to schedule, work begins on various parts and each part moves from point to point until it arrives at the module where needed, exactly on time.

No gravel covers the ground. Instead, seashells splashed with black sand-blasting compound called "black beauty," pitch the sun's glare into the eyes of all who look downward. Mixed with broken oyster shells are twisted bolts already rusted, billfolder-sized bits of steel and pieces of discarded aluminum—all relics of past construction jobs. Strategically located in what appears to be a salvage yard, ducts, angle-irons, pieces of corroding pipe and sundry bits of metal in various shapes lay piled on wooden skids. Each

item bears a number. Each has been inventoried and assigned to a specific ship. All will be used. None will be left when the last ship is launched.

So it goes around the clock, two shifts a day, five days a week. Amid the noise, the clutter, the dirt and pungent odor of burning solder, construction forges on—warships are born and weaned from the yard. To those who convert ship plans and blueprints into floating, fighting vessels, one warship is like another and each working day is little different from the one before. Yet, as surely as if they sailed the ships they build, shipyard workers also serve; no navy shifts its colors without them. ↓

— JOI Wheeler/PHI Mitchell

*Right: A shipyard inspector on the scaffolding of an inverted bow section. Inspecting each step in the formation of the section, he'll scrawl the next instructions with chalk directly onto the work.*

*Below: Humming to himself, a machine operator forms plate aluminum into pieces for the drain system of a deck house.*







*Left: Two workers remove scaffolding from a nearly finished hull.  
Below: Accomplishing that last bit of precision positioning becomes difficult when the object is of overwhelming weight.  
Bottom: A shipyard worker drives wedges underneath a dome with sledge hammer blows.*





# Taking the Pinch out of Pre-Com

Readying a new construction warship for naval service normally demands at least a year of thorough inspections and exhausting work by a pre-commissioning crew. Working alongside builders and contractors, each pre-com crew inspects their ship from her double bottom to her bridge, ferreting out discrepancies, getting them corrected and ensuring that the Navy receives the quality ship it ordered. After a few months of the typical pre-com regimen, even extended deployment seems a welcome respite.

"I've been in a number of pre-com crews, but *Moosbrugger's* pre-com here in Pascagoula is the smoothest I've seen," said Chief Operations Specialist Howard Cunningham, a DD-980 crew member. "The Fleet Introduction Team is invaluable. I can spend my time training my division because FIT *Spruance* spent theirs taking care of my headaches."

The Navy's newest pre-commissioning program—Fleet Introduction Team, *Spruance* (DD 963) Class Destroyers—in use at Ingalls Shipbuilding in Mississippi, is readying DD-963s for the fleet. The FIT concept in modified form is also being used in the FFG-7 construction program.

"Basically, FIT *Spruance* fulfills the pre-com crew requirements in the post-launch phase of construction up to

*Operations Specialist Second Class Terry Pringle (right) of the FIT Spruance team briefs Chief Operations Specialist Howard Cunningham on the special features employed on a repeater located on the bridge.*



delivery,” said Commander Clyde Carter, FIT’s Chief Staff Officer. “In previous construction programs, some pre-com crew members arrived at shipyards as much as a year before their ship was commissioned.”

That hasn’t been the case in Pascagoula where 30 new destroyers are being finished at the rate of one every couple of months. “Instead of handling pre-com the traditional way,” CDR Carter said, “the Navy decided in this construction program that it could cut per diem costs, minimize family separations, improve pre-com efficiency and continuity by assigning a permanent command of officers and enlisted people at the shipyard to act as the nucleus crew for each destroyer.”

FIT *Spruance*’s 90 or so people monitor all phases of final construction, identify recurring problems and get them corrected prior to delivery to the commissioning crew.

FIT has three inspection teams of about 15 members each. They spend all of their time aboard their assigned ships during the final six months of construction monitoring the day to day progress.

Though not at the shipyard during the post-launch construction period, prospective crews are being readied for their ship via the “training pipeline”—an indoctrination period lasting well over a year for specialists such as gas turbine technicians and three months or less for certain administrative ratings.

“Each officer and the majority of the crew are initially sent to specialized schools relating to their individual assignment on the ship,” CDR Carter said. “Next, they assemble either in San Diego or Norfolk for approximately eight weeks of team training where they learn how to function as a single unit on a *Spruance* ship.”

Training completed, the full crew arrives to find most of the construction finished, equipment tested and spaces cleaned. It’s then that each ship’s FIT team begins indoctrinating key crew

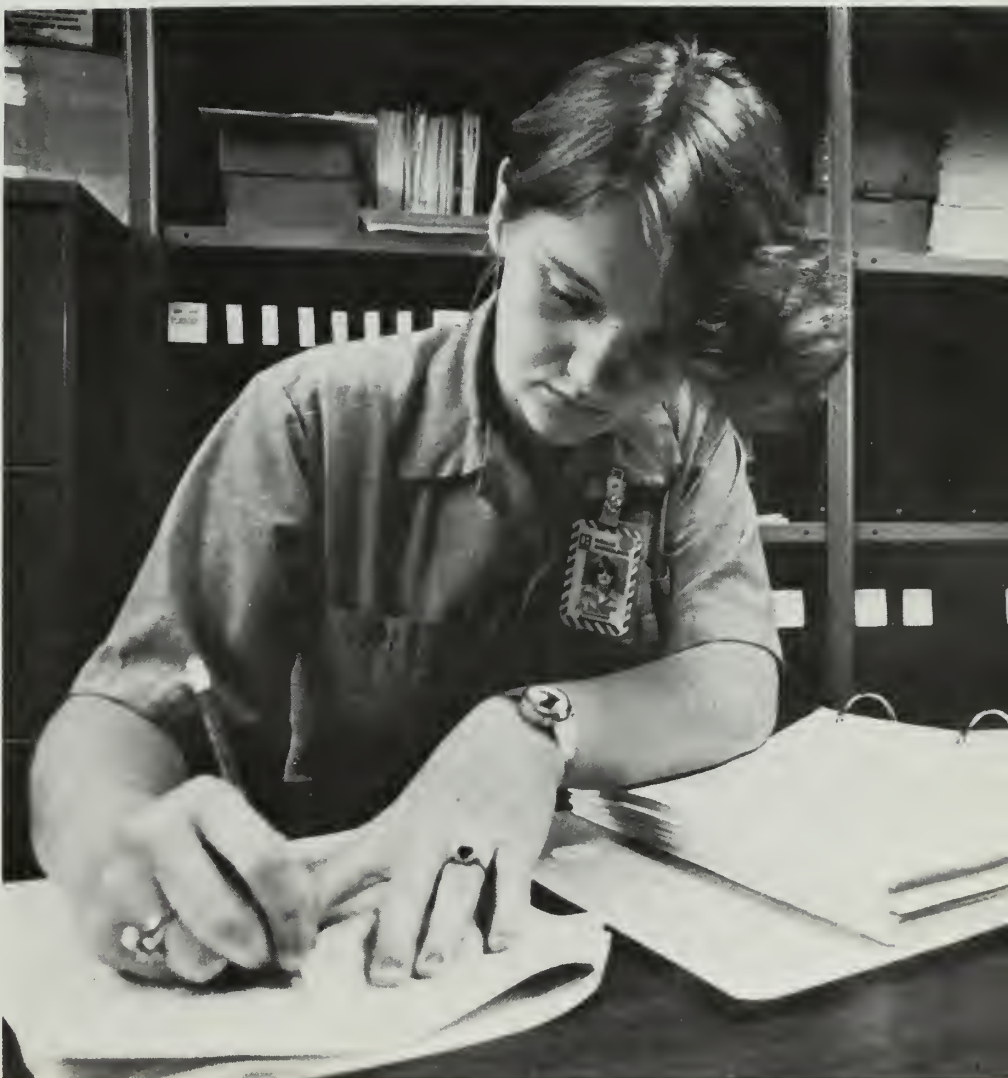


Master Chief Gas Turbine Technician John A. Ecker (former ENCM), a member of the FIT *Spruance* team.

members with on-the-job training. For some crew members this means basic indoctrination; for others it involves hours of familiarization with complicated equipment.

The FIT team aboard ship is the most visible segment of FIT *Spruance* yet much of the outfit’s job is performed behind the scenes by administrative and supply personnel who rarely see the limelight.

“The work we do is tedious, time consuming and repetitive, yet essential to the effective administration of each ship,” said Yeoman First Class Malcolm L. McKinney. With two assistants, YN1 McKinney is responsible for assembling each ship’s admin package



Seaman Brenda Bennett updates one of the 10,000 documents placed on each new *Spruance*-class DD.



of more than 10,000 documents, "SN Brenda Bennett and YN2 Joe Ferguson prepare all the ships' organizational manuals and regulations, notices, letters of designation, and correct and update pubs requiring changes—they do whatever is needed to establish a ship administratively as a functional unit," McKinney said.

When the crew comes on board, every pub is in its bin, each desk has a pad and each drawer contains the necessary pens and paper. "When a yeoman walks into his office in a ship we've outfitted, he is both ready and able to go to work," SN Bennett said. "He probably has the best

equipped and most up to date ship's office in the Navy."

In addition to forms and pubs, FIT ensures that medical equipment and supplies are in sickbay, vending machines are in place, the ship's store is stocked and ready for business, the galley and laundry are stocked and operational—each of the countless incidental items usually taken for granted is in its place and ready for use.

FIT's admin office—all seven people—maintains permanent party service records as well as those of incoming ships' companies. "At times," said Personnelman First Class G. S.

Ellis, "we handle the admin needs of more than 600 people simultaneously! We're a small department, but somehow we get it all done."

FIT Spruance people like to call theirs a "turn-key" operation. "It's similar to accepting a new car from a dealer. We're the behind-the-scenes people," CDR Carter said. "By the time the customer arrives to take delivery, the vehi-

*At the FIT Spruance warehouse, Seaman Maria L.A. Mercado (left) and Seaman Joseph P. Ramsdell work on a load-out of supplies for a Spruance-class DD. Warehouse personnel order, stock and deliver everything from hawsers and vending machines to forms and pubs.*



cle has been undercoated, inspected and tested. All that remains is for him to turn the key and drive away.”

During the final nine weeks, the Prospective Commanding Officer (PCO) and his crew arrive to “turn the key and drive away,” but first there are some finishing touches. The PCO and 17 select crew members ride the ship as observers during the Builders Trial (BT)—two days of underway testing by the shipyard.

Two weeks later another 30 or so crew members arrive along with the Navy Board of Inspection and Survey for the Acceptance Trial (AT). Here the builder demonstrates to the Navy that he has built the ship according to detailed specifications. During this trial the Insurv Board gives the ship a thorough inspection from mast to keel and notes all discrepancies. In a meeting following the trial, the builder and Navy officials discuss a schedule for correction of discrepancies. In the ensuing three weeks, discrepancies are corrected and the ship is prepared for its Habitability Inspection.

Four weeks before commissioning, a senior officer from the operating forces conducts the Habitability Inspection. Are the compartments clean and ready for use? Does the air conditioning function efficiently? Is the galley operational? When it has been certified that the ship is habitable, the entire crew arrives and moves aboard. Ten days later, the ship is formally delivered—purchased by the Navy—two weeks after that, she’s commissioned.

When the ship is delivered, it belongs to the Navy and the Prospective Commanding Officer is in charge,” said Captain Ray Harbrecht, CO FIT and former Commanding Officer of USS *Spruance* (DD 963), first of her class. “Construction is complete; the ship is properly loaded and outfitted; it has been meticulously cleaned by the contractor and is ready for sea. If the Fleet Introduction Team has properly done its job of turning the ship over to her crew, we relegate ourselves at this time to an advisory status for the PCO and his crew.”

Between the Builder’s Trial and

### Example of Spruance Class Construction Schedule

|                                                                                                             |           |
|-------------------------------------------------------------------------------------------------------------|-----------|
| Time elapsed from start of construction to keel laying—                                                     | 25 weeks  |
| Time elapsed from keel laying to joining modules together to form completed hull—                           | 42 weeks  |
| Time elapsed from joining modules to launching ship—                                                        | 16 weeks  |
| Time elapsed from launching to Builder’s Trial (Prospective commanding officer and a nucleus crew arrive).— | 44 weeks  |
| Time elapsed between Builder’s Trial and delivery to Navy—                                                  | 8 weeks   |
| Total Time For Construction                                                                                 | 135 weeks |



*Seaman Suzanne Hayes of the FIT admin office is one of seven people responsible for maintaining service records of more than 600 Navy people.*

said Commander Robert N. Giuffreda, PCO of *Moosbrugger* (DD 980). “Without FIT’s guidance and expertise, each PCO would have a job tantamount to re-inventing the wheel. As it is, many of the FIT people have served in *Spruance* Class DDs and have the knowledge necessary to turn out a first class ship at commissioning.”

Though all of FIT’s staff haven’t served in a *Spruance* destroyer, each has received training via the same route as crew members or on the job from other FIT people. During their tour with FIT, officers and enlisted men and women acquire a bank of knowledge which a normal pre-com crew could never duplicate. As often as possible, they are transferred to *Spruance* ships for subsequent tours.

“I’m impressed with the talent assembled here,” CDR Giuffreda said, “they know my problems and how to solve them. Based on my experience I think FIT is a smart way to go.” ↓

— JO1 Wheeler/PH1 Mitchell

delivery—under the tutelage of FIT *Spruance*-crew members become increasingly knowledgeable about their ships, work with key shipyard personnel, and learn how to get discrepancies corrected through proper channels. This provides invaluable experience for them in preparation for their Post-Shakedown Availability (PSA), which occurs approximately six months after commissioning.

“The Fleet Introduction Team has taken a tremendous burden off me as a Prospective Commanding Officer,”



# Bearings

## Flying Wings

Thoughts of sporting events in Spain usually bring images of soccer matches and bullfights to mind. However, the country also offers a sport commonly associated with northern lands, ice hockey.

After discovering this, Ship's Serviceman First Class Mike Westrick of the submarine tender USS *Canopus* (AS 34) decided to bring ice hockey to the Rota Naval Station. The Port Huron, Mich., native advertised for players in the base newspaper and on the local radio station and assembled a team, the Rota Flying Wings.

Westrick worked out an agreement with Spanish hockey officials, and since 1976 the Wings have been playing exhi-

bition games against other teams of the Spanish National Second Division League.

"European hockey is a lot like soccer. The game involves a lot of passing, trying to set up goals. Europeans use a lot less checking than North American players," says Westrick.

"The key to our style is forechecking the opposition on their end of the rink, sort of like a full court press in basketball. It keeps them from mounting an offensive and allows us to score quick goals from their mistakes."

The Rota Flying Wings apparently have been successful. They have participated in several tournaments and during a recent visit to Barcelona, faced off against the Gel Catalonia club. They overpowered the Barcelonans 21-3.



## Visit to Somalia

For the first time in nine years, a U.S. ship has visited the East African Republic of Somalia. The crew of the Middle East Force frigate USS *Vreeland* (FF 1068) spent two days visiting the port city of Mogadiscio, capital of the African nation.

The visit—which included a cookout on the grounds of the U.S. Embassy—began with a volleyball tournament between *Vreeland* crewmen and embassy personnel.



*The Honorable John L. Loughran, U.S. Ambassador to Somalia, inspects Vreeland's Honor Guard, escorted by the ship's CO, CDR T.E. Gill II.*

While crew members toured the nearby village of Afgoi for a look at a small, African farming community, other *Vreeland* sailors hosted tours of their ship for local citizens and dignitaries.

A basketball game between *Vreeland* and the Somali armed forces team drew more than 2,000 spectators. Competi-

tive though it was, the game reflected the warmth and friendliness present throughout the visit.

And, of course, no port visit could be complete without sampling some of the native diet. The sailors enjoyed some local cooking while watching a local children's dance group perform.

## Top BEQs in Navy

Single enlisted men and women living at the Naval Technical Training Center, Corry Station, Fla., and at Naval Shipyard Portsmouth, N.H., knew they were on to a good thing—their bachelor enlisted quarters (BEQ) have been selected as the best in the Navy.

The two BEQs were awarded the 1978 Admiral Zumwalt Award recognizing the stations' excellence in management. The Corry Station BEQ was the winner in the large category and Portsmouth won in the small category.

Runners-up included last year's winner, Naval Station San Diego (large) and Naval Facility Pacific Beach, Wash. (small).

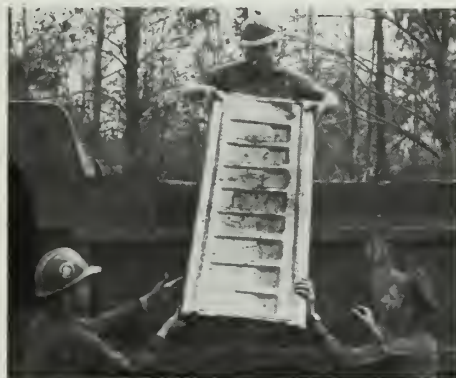
Master Chief Mess Management Specialist Charles O. Morrow, a member of the Zumwalt Award Selection Committee, said the "outstanding appearance, superior management techniques, imaginative self-help programs, and, most importantly, a genuine desire to improve the living conditions of enlisted members" clinched the win for Portsmouth and Corry Station.

Winners will receive a bronze sculpture "Z" plaque from the Secretary of the Navy.

The Zumwalt Award Program is co-sponsored by the American Hotel and Motel Association.

## Effort Pays Off

Things are looking up in the Seatack community of Virginia Beach, Va., near the Naval Air Station, Oceana. Thanks to the combined efforts of men from Construction Battalion Unit 415, Oceana; sailors from Fleet Combat Direction Systems Support Activity, Dam Neck; Army engineers from Fort Story; and civilian dump truck drivers,



the area is becoming free of blight.

Using CBU-415's heavy equipment, volunteers working on Saturdays have

removed junked cars, leveled burned buildings, and taken other debris from the blighted area to a public works dump at NAS Oceana.

Community members also worked hard on the project. They provided support and assisted military volunteers. The Seatack Civic League donated hot meals for the workers.

Chief Equipment Operator George Richardson, leading chief of CBU-415's 1st Platoon, said, "The entire project illustrates the respect and friendship between the military and civilian communities of Virginia Beach.

## An Aviation First

The "Blue Geese" of Patrol Squadron 22 achieved a naval aviation first on Nov. 19, 1978—25 consecutive years of accident-free flying by a combat squadron. The P-3 squadron, stationed at Naval Air Station Barbers Point, Hawaii, has logged more than 201,000 hours without a mishap.





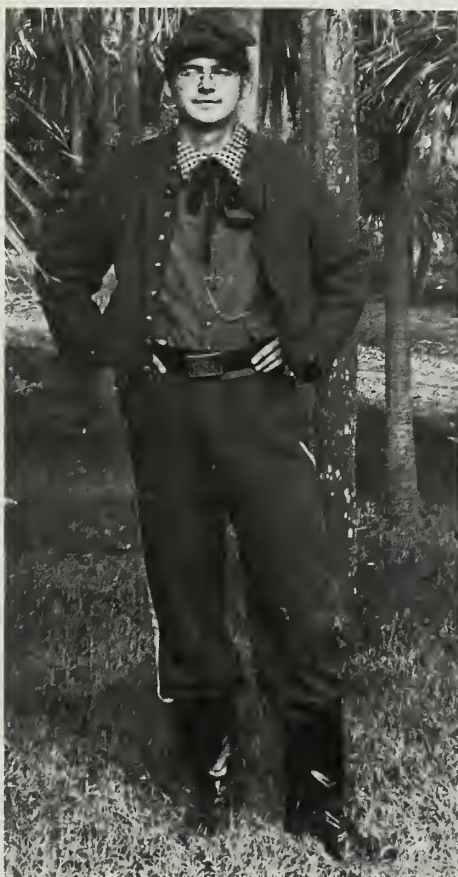
# Bearings

## Authentic Regalia

A historical interpreter assigned duty in Guantanamo Bay, Cuba, would be expected to talk about Christopher Columbus who landed in Cuba in 1494, the Cuban missile crisis of 1962, or the fact that Gitmo is the oldest and only military base on communist foreign soil.

But to Radioman Third Class Michael E. Dumene, assigned to the Leeward Side Communications Center, historical interpretation will most likely center on the American Civil War.

RM3 Dumene has been a Civil War devotee since his early teens when he served as a VIP (Volunteer in the Parks)



at Fort Washington National Park in Maryland. He also spent two years as a salaried historical interpreter.

During that time he has put together an insured collection of six complete Civil War uniforms and artifacts. He has three Union uniforms—an original artillery uniform, along with infantry and cavalry uniforms that are reproductions—plus handsewn reproductions of Confederate artillery, infantry and cavalry uniforms.

“Some I purchased and some I sewed myself,” he said. “I used buttons, thread and cloth that corresponded with the original materials. When one of these handsewn uniforms is held next to an original it’s difficult to tell them apart.”

Recently, he gave a presentation before the W. T. Sampson High School student body at Guantanamo Bay. With RM3 Dumene, dressed in an enlisted Confederate cavalry uniform complete with a soldier’s wallet, jackknife, ammunition, newspaper, and hardtack (a flour and water biscuit baked rock hard), the students took a step into the Civil War period.

Dumene has not only studied and demonstrated all aspects of the Civil War period but has also relived those days in battle re-enactments and on camping trips where he was equipped with the same supplies and materials used by a Civil War soldier.

“It’s amazing how many different meals I’ve learned to prepare with hardtack,” he said. “Hardtack has an original flavor and takes some getting used to but it really isn’t too bad.”

“Soldiers used hardtack for much of their food supply. It was easy to make and store; they didn’t know that more nourishment was necessary. About 12 to 15 pieces of hardtack a day was enough to satisfy a soldier’s appetite.”

—JOSN Mary Marshall

## VT-19 Is Up Front

When it comes to training and safety, Navy Training Squadron Nineteen, NAS Meridian, Miss., doesn’t take a back seat to anyone. Just 7 years old, VT-19 already commands an impressive record among training squadrons.



AD3 Charles S. West working on an aircraft.

To add to her enviable collection of honors, the young squadron again proved herself as a well-organized unit—this time capturing the 1978 Vice Admiral Robert Goldthwaite Award by demonstrating the best overall training efficiency among competing squadrons.

Flying their T-2 *Buckeyes*, VT-19 has racked up over 84,000 accident-free flying hours already in her career, and is likely to grab the Chief of Naval Air Training Safety Award again this year. She has flown away with this coveted prize for the last six years.

In 1974 and again in 1977, VT-19 was judged the "safest of the safe" by the respected Order of Daedalians and received the prestigious Vice Admiral John Towers Award for Aviation Safety.



VADM John H. Towers trophy.

Hard work and constant dedication brought home the Chief of Naval Operations Aviation Safety Award three times to VT-19: 1972, 1976 and 1977. Competent leadership, superior technical skill and outstanding airmanship keeps VT-19 a top contender anytime training and safety become the topic for review.

"It takes a lot of work on everybody's part," said CDR W.W. Backman, CO of VT-19. "We have professionals in the squadron who keep on top of things, putting out 150 percent all the time."

VT-19 keeps on trying, and keeps on winning. Success breeds success.

In the case of VT-19, it's becoming a habit.

## End of an Era

When the commissioning pennant of the San Diego-based destroyer USS *Agerholm* (DD 826) was hauled down last December, it signified more than just the decommissioning of an aging man-of-war. It marked the end of an era. *Agerholm* was the Navy's last FRAM (Fleet Rehabilitation and Modernization program)-converted destroyer on the active ships' list.

*Agerholm* was commissioned on June 20, 1946. During her 32-year life span she participated in the Korean and Vietnam conflicts and completed 21

overseas deployments with the United States' fleet.

After her outdated ordnance was replaced with sophisticated weapons and electronics during FRAM in 1960, *Agerholm* went on to attain two Navy firsts. She was the first U.S. warship to fire a nuclear anti-submarine rocket and the first to fire a Rocket Assisted Projectile (RAP) from her 5-inch guns in tests of these systems.

*Agerholm* was named for Marine PFC Harold C. Agerholm who was posthumously awarded the Medal of Honor for his actions against the enemy on Saipan during World War II.





UDT/Seal training

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# From Tadpole To Professional In 25 Weeks







BY PH1 MICHAEL WOOD

With their feet blistered, their muscles aching, they rise before sunup and fall into bed long after dark. Yet they keep going. They struggle through gut-splitting exercises and wrestle with mind-bending problems. They move through the toughest 25 weeks of their lives; those who last will be graduated from the Basic Underwater Demolition-/SEAL training in Coronado, Calif.

They'll know then they've made it and they are on their way to joining a UDT or SEAL team.

BUD/S training starts with a two-week indoctrination of long-distance running and swimming. The volunteers learn first aid and the techniques of water survival. This drown-proofing, completed in the water with hands and

feet tied, is a technique they must learn if they're really intent on becoming Navy combat swimmers.

Those who come through indoctrination with the same determination they had when they volunteered move into the initial phase of training. At that point, they become "tadpoles"; their home is a three-story beachfront barracks located on a thin strip of sand. Here they are awakened at 5 a.m. to run

*Opposite page: A tadpole's arms give way as he tries to perform push-ups; he and his teammates had just landed a rubber boat in the rough surf. Left: The paddle on the student's back reminds him to keep his back straight when doing push-ups. Below: Midway through the obstacle course, a student has to use all his strength to climb the 50-foot cargo net.*





a 21-piece obstacle course, paddle through the surf in seven-man rubber boats, or run 14 miles in soft sand wearing combat boots. They'll perform rigorous early morning physical training and attend classes in first aid, Morse code, math, lifesaving, and hydrographic reconnaissance.

The real test of this first phase of training comes during Hell Week—officially noted as Motivation Week—during which students are exposed and tested in high stress environments much like UDT and SEAL members experience in real operations.

Getting through Hell Week can be an

almost overwhelming experience and each volunteer attacks the problems in various ways. One recent graduate took one obstacle at a time.

"I decided to tackle and overcome each exercise as it came along," he said. "I lived from meal to meal. Each evolution was tough enough to complete without worrying about what was next."

Exerting the extra effort is what's important not only during Hell Week but throughout the training. Commander Jack Couture, director of BUD/S training, says "It's mind over body."







Those who get through Hell Week move into the eight-week second phase—scuba diving training. Here the emphasis is more on academic achievements. Students learn three diving systems—open circuit, using compressed air; closed-circuit Emerson, using 100 percent oxygen; and the new MK 15 scuba Swimmer Life Support

*Clockwise from bottom left: Tadpoles learn to use brute strength; drown-proofing training turns novice into a relaxed confident expert; a free-ascent trainee is aided in transferring from one diving bell to another—making sure that he is clear of obstructions; and landing a boat in rough surf calls for teamwork and muscle.*





System, a computerized variable gas rig. They not only must master diving systems but also must gain a workable knowledge of mixed gas, diving physics, diving medicine, and diving disease.

Following academic training, students take what they've learned into the water. All along the way, every student must pass every phase test or appear before a performance board which determines the student's future in the program. Trainees with academic problems are enrolled in an adult education program at the San Diego Community College. The Naval Amphibious School also provides additional math training for some students.

By the end of diver training, the students have completed 17 weeks of the toughest training in the world. Their hair, cut off during indoctrination, has grown to where it can be parted, and there's an aura of confidence about them. They're ready to move into the

third-phase of training where they face eight more weeks of rigorous duty before graduation.

Here the physical requirements become progressively harder; there's no slacking off when it comes to academic performance. Training in navigation, small unit tactics, patrolling, ambush techniques, river and stream crossing, rappelling, weapons, military explosives and booby traps, takes place on their own beach. They also move to San Clemente Island, 90 miles north of San Diego, for practical experience.

On San Clemente, training simulates actual battle conditions—and it's deadly serious. Following the intense demolition and weapons training, squads of students perform a comprehensive land and sea reconnaissance under simulated combat conditions. It includes an actual demolition raid on land and an underwater demolition raid against obstacles planted in the island's

surf zone. This is the last phase—beyond lies graduation and the realization that they have come through all those weeks.

After BUD/S, graduates are sent to the Army's Parachute School at Fort Benning, Ga., to learn static line parachuting before assignment to a UDT or SEAL team. Hospital Corpsmen, however, remain at Coronado for three more weeks of medical training before going on to Fort Benning.

Training never ends for members of UDT or SEAL teams and the mental and physical challenge is always there.

"If a young man wants a challenge today and wants to associate with some of the finest men in the Navy, he should apply for BUD/S," CDR Couture said. "He is going to be trained—pushed to his maximum—more than he thinks possible."

*Advanced student grapples with obstacle as he tries to plant explosives while fighting the tide.*



# Al Winter and UDT 12

BY LT S. D. FRANK

Armed only with a black, 12-inch K-bar knife, Commander Al Winter, wearing a black wetsuit, stood ready on the deck of a Navy amphibious ship. A swim buddy smeared Winter's face with black stage make-up laced with insect repellent.

Winter then climbed into a 30-foot personnel landing boat with 15 other underwater demolition team (UDT) members. It was another exciting practice mission for UDT 12.

Winter commands Team 12, headquartered on Silver Strand, just across the bay from San Diego.

"We go in and reconnoiter beaches for amphibious landings," said Winter. "We can also do sneak attacks and other types of jobs.

"But our primary job is getting the beaches ready for landings by locating and blowing up obstacles and getting channels cleared for heavy equipment."

Winter said a typical UDT operation in wartime requires frogmen to go in and reconnoiter a possible assault beach.

"We'd bring the information back, draw up charts and submit it to the amphibious force commander. He makes the decision whether to go in or not," he said. "We'd go in with explosives before the assault to blow channels, or to blow that portion of the beach we want to land on.

"The reconnoitering would usually be done at dawn when they're not expecting us. On such a mission we'd probably be strictly swimming, not carrying anything but a knife.

"In this situation we've got to have surprise on our side. There are very few swimmers who're as good as the ones we've got, especially working-type swimmers."

Excitement and adventure attract most men to UDT work, said Winter. "Most of the guys here are adventurous. They're into deep sea diving, sky diving,

motorcycle riding and hang gliding. Adventure is what they're looking for."

Winter first got into UDT in 1957 as an enlisted man "to do something interesting." He spent two years serving with UDT 12.

He went back to Wisconsin and college; he earned a master's in oceanography at Naval Postgraduate School, Monterey. Eight years later he joined the SEALs in Vietnam.

Winter said that despite the dangers inherent in parachute jumping, swimming and diving, and working with explosives—all part of UDT and SEAL work—his men wouldn't stick around if it wasn't exciting.

"I find that here at Team 12, if we can stimulate the guy's adventure lust, our retention goes way up."

The commander does this with such "adventures" as climbing Mount Whitney. This keeps the men in shape and helps train them for sea cliff penetrations, something UDT men must know how to do.

The training is grueling. It starts with a 25-week course of BUD/S, (Basic Underwater Demolition and SEAL

training), including tough physical conditioning, diving and field work. The course stresses reconnaissance, demolition and tactics.

But the most important part of the training isn't physical, Winter said. As an example he cited a reconnaissance mission he led once in Vietnam when his squad of SEALs crossed 16 streams in one night. Most of the water was more than six feet deep.

"The guys carrying the heavy weapons carried two life jackets, but that still wasn't enough to float them and their weapons. So when we came to a stream, they'd just sink down, walk the bottom and come up on the other side."

As CO of UDT 12, the 42-year-old Navy commander runs four miles or more several times a week, dives, and works with weapons. He likes to free fall parachute which he does frequently. He's also qualified and ran in this year's Boston Marathon, which he entered in the senior division.

Winter said that someday he might have a desk job but doesn't think it'll be soon.

For him, UDT is too much fun. ↓







# Navy Rights & Benefits

## Your ID Card

*Your ID card is like a special admission ticket which helps you get the most for your money. When used properly, it can open doors to a wide range of educational, health, entertainment, and other money-saving benefits for you and the members of your family. In itself, possession of an ID card is a privilege and should be treated as such.*

Four kinds of identification cards are issued to members of the Uniformed Services (Army, Navy, Marine Corps, Air Force, Public Health Service, Coast Guard, and National Oceanic and Atmospheric Administration), and their dependents:

1. The United States Armed Forces Identification Card, DD Form 2N (Active), is the primary source of identification for active duty military personnel. It also serves as identification for purposes of Article 17 of the Geneva Convention. DD Form 2N (Active) authorizes the holder medical care, commissary, exchange, and special services privileges.

2. The United States Armed Forces Identification Card, DD Form 2N (Reserve), is the primary source of identification for Reserve military on inactive duty. Presently under revision, the DD Form 2N (Reserve) will also have the same format as the DD Form 2N (Active) thus meeting the requirements of Article 17 of the Geneva Convention. This card, presented with other appropriate identification (i.e., orders, drill statement), gives the holder certain privileges and benefits while on active duty.

3. The United States Uniformed Services Identification Card, DD Form 2N (Retired) is the primary source of identification for retired military personnel. An authorized holder of DD Form 2N (Retired) is entitled to all benefits and privileges, as applicable.

4. The Uniformed Services Identification and Privilege Card (USIP), DD Form 1173, is used to identify persons eligible for benefits and privileges administered by the Uniformed Servi-

ces not otherwise covered by the first three.

This article—fifth in the series on Navy Rights and Benefits—discusses only one of the ID cards listed above—DD Form 1173—because requirements for eligibility and the proper use of this card are often misunderstood.

This article also explains the Navy commissary and exchange system which, as part of the Navy family's total benefit package, helps boost your purchasing power. DD Form 1173 is the entree into that system.

★ ★ ★

Generally, the Uniformed Services Identification and Privilege card is the standard identification and privilege card for dependents of active duty, retired with pay (including those drawing Fleet Reserve retainers), surviving dependents of retirees, members of the armed forces who died while on active duty, 100 percent disabled veterans and their dependents and surviving dependents, and a few other special categories.

Authorized dependents may include:

- Spouses.
- Unremarried widows or widowers.
- Unmarried children under the age of 21 (including adopted or step-children).
- Unmarried children over 21 if incapable of support due to a physical or mental incapacity.
- Unmarried children between 21 and 23 who are attending college full time.
- Parents (or parents-in-law) who are dependent upon the sponsor for more than one-half support.
- Unmarried illegitimate children (if actually dependent upon the sponsor and residing in the sponsor's household).

The USIP is just that—it identifies those persons authorized certain privileges and access to certain facilities. It doesn't in itself authorize entry into classified areas.

Rules on the issuance of the USIP are contained in BUPERSINST 1750.5 series. The instruction lists who is eligible to use various commissary, exchange,

medical and special services facilities.

The USIP is printed in black security-type ink for text, light brown security-type ink for back ground tint, and is laminated between two sheets of thermo-plastic with an identification picture of the holder.

The USIP is recognized by all activities of the uniformed services. Basic privileges may be modified by commanders in areas with limited facilities. In general, authorized patronage depends on the availability and adequacy of the facility concerned.

In certain overseas areas, treaties, Status of Forces Agreements or other military base agreements, place limitations on who can use the commissary and exchange. Ordinarily, Status of Forces Agreements with foreign countries include a provision that only the dependents of service members who are "members of the force" stationed in the host country are eligible for commissary and exchange privileges. In other words, if you are in Southeast Asia and your family moves to Japan or to the Republic of the Philippines to be in the geographic area, they may not be eligible for commissary and exchange privileges simply because you are not a "member of the force" in Japan or the Philippines.

### How and When to Apply

Application for the USIP should be made when the Navy sponsor:

- Enters active duty for more than 30 days.
- Reenlists for continuous active duty.
- Retires, transfers to the Fleet Reserve, or dies.

Application for a new ID card should be made when there is a change in status that would affect entitlement, or when the card expires, is mutilated, lost or stolen.

If you are on active duty, apply on behalf of your dependents by submitting DD form 1172 to the command with custody of your service record. The completed application is filed in your record after the card has been issued.

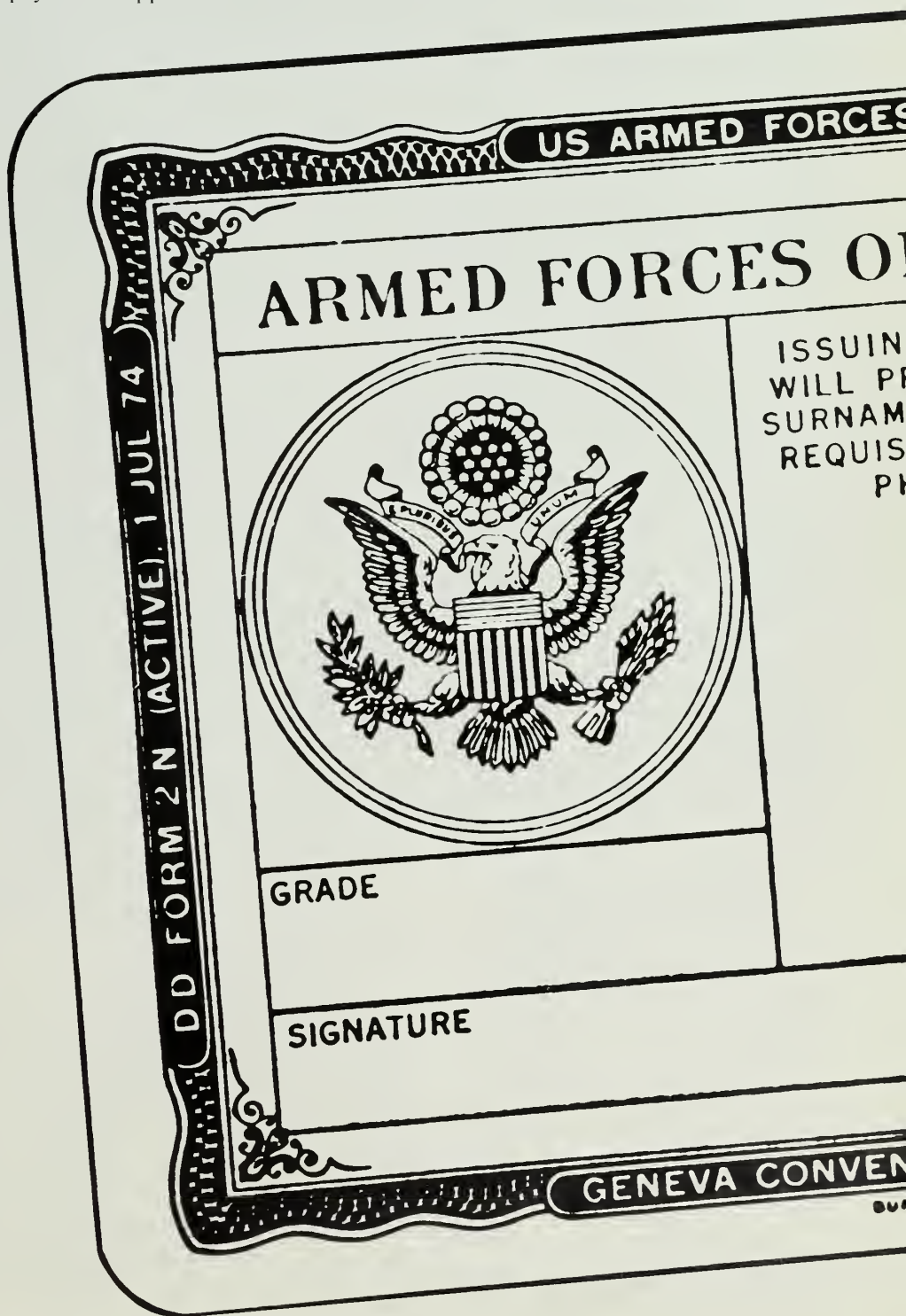
You should apply for a new USIP for your dependents before you retire or

transfer to the Fleet Reserve. Your command will make every effort to issue the new card before you leave active duty, but if it cannot be issued in time, you will be provided with a verified DD form 1172 which your dependents may take to any card issuing activity for issuance of cards.

Once you are in a retired or retainer pay status, application for a renewal of

the USIP should be submitted to the Commanding Officer, Naval Reserve Personnel Center, New Orleans, LA 70149.

Eligible dependents of deceased Navy members apply for their cards to the Naval Military Personnel Command (NMPC 711D), Washington, D.C. 20370. Survivors of those who die on





# Navy Rights & Benefits

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active duty automatically have their applications verified by the commanding officer or the casualty assistance calls officer.

It may not always be possible for your command to issue the USIP. This would be the case, for example, if you are not in the same locality as your dependents. In such circumstances, you should submit an application to the command maintaining your service record to have your dependents' eligibility determined. The form is then returned to you with instructions that it will be presented by your dependents to any military activity equipped to issue the card. The issuing activity then returns the completed application to your command for filing in your service record.

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## Verification

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The application form (DD form 1172) must be verified by your command before any USIP is issued. Your command makes sure the dependents you claim are eligible. Birth certificates, adoption decrees, medical certificates, education statements, divorce decrees or other documents as appropriate to your application may be required.

If the eligibility of a claimed dependent is questionable, the problem is turned over to the Naval Military Personnel Command for a ruling. (You should note that any determination made by the Navy Family Allowance Activity is done under NMPC policy, and should not be considered "questionable.")

If your dependent's eligibility hinges on the validity of a Mexican or other foreign decree or divorce obtained by either you or your spouse, the case must be forwarded to the Family Allowance Activity for a ruling.

Any documents you submit to support your application will be returned to you after they have served their purpose.

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## Expiration

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Although expiration dates for the USIP vary, cards are not issued for less

than 30 days. The expiration date will be the bearer's birthdate in the sixth year of issuance, and in all cases a card will not be issued for a period in excess of six years. The word "indefinite" renders a card invalid and should never be used in the expiration date block.

If your dependent loses his USIP, or if it is stolen, report the matter promptly to your command and resubmit the DD form 1172 with a statement regarding all circumstances of the loss.

The USIP must be surrendered:

- Upon expiration.
- Whenever the cardholder becomes ineligible.
- When a new card is issued (except to replace one that was lost or stolen).
- Upon the sponsor's death, retire-

ment, transfer to the Fleet Reserve or release to inactive duty.

- When the sponsor is officially placed in a deserter status.
- Upon the call of a responsible officer for administrative purposes.
- Upon cancellation.

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## Change in Rate

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The USIP may now be reissued solely because of change in grade or rating of the sponsor, especially in those cases where non-issuance would preclude the dependent from utilizing, or being admitted to, facilities which are accessible only to that grade (i.e., officer, CPO clubs, etc.)

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# Commissary and Exchange Benefits

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Fighting inflation and making the best use of one's finances is the goal of everyone today. Navy people can aid themselves by patronizing their Navy exchange and commissary facilities. That's one of the best ways of realizing savings, whether you happen to be stationed stateside or overseas, on active duty or on the retired list.

Commissary and exchange facilities, conveniently located at most naval bases, can help you stretch your buying power by offering you name-brand merchandise at the lowest practicable cost, thus increasing your savings.

Commissaries, which are essentially non-profit activities, stock food and other related commodities at the lowest practicable prices, with a markup just high enough to cover certain costs mandated by law, such as breakage, spoilage and operating supplies. Additionally, two percent of all sales is set aside for facility improvements, construction and equipment replacement. Commissaries are a convenient and reliable source from which authorized patrons may obtain groceries, meat and pro-

duce, and other items at the lowest practicable cost.

Most commissary stores have been consolidated into commissary store regions which are comprised of a regional support office with satellite branch stores. These branches may be located at several different naval installations within geographic proximity of the regional office. Under this concept, the region is responsible for providing centralized services in areas of administration, accounting, purchasing, stock control and data processing. At present, there are 19 such regions in operation—13 in the United States and six at overseas bases.

Through the consolidation of functions and the use of data processing equipment, the regions are able to make more people available in the store itself to provide better service to customers. Volume buying results in lower shelf prices and common selling prices for the same merchandise found at all stores in the region.

Commissaries operate on government appropriated funds which cover



**NAVY  
COMMISSARY  
& EXCHANGE**

**Top  
Quality**

**Name  
Brand**

**FOOD**



# Navy Rights & Benefits

the costs of items sold, and other expenses such as employe salaries. From the proceeds of the sales, the government is reimbursed for the cost of the merchandise and certain operating expenses, such as utilities and transportation charges within the United States.

Ships' stores also operate with appropriated funds to pay for the cost of the merchandise. However, ships' stores do make a profit by applying a markup on goods. A portion of the ships' stores profit pays for the supplies needed to operate the ship's laundry, tailoring and barber services. The remaining net profit is distributed to commanding officers for shipboard recreation programs and to the NMPC Central Recreation Fund.

The Navy Exchanges, on the other hand, operate on a non-appropriated fund basis and stock almost every item of necessity and convenience for you and your dependents. After operating costs have been paid, the remaining profits help support the Navy's welfare and recreation program.

In this sense, every dime you spend in your exchange is, in a way, a share toward your other interests which may be the station golf course, the bowling

alley, the swimming pool, the ceramics shop, or the auto hobby shop, to mention just a few of the special services available because of Navy Exchange profits. Fifty percent of Navy Exchange net profits are made available to commanding officers to support local recreation programs.

And 50 percent goes to the NMPC Central Recreation Fund which supports movies for fleet and overseas activities and other Navywide recreation activities. This central fund also assists in the development, construction and refurbishing of recreation facilities as well as providing supplemental fund support to small activities both ashore and afloat.

Recreation funds are also made available for the construction of new Navy lodges on a loan basis which is repaid over a period of several years.

Statistically—out of every dollar spent in a ship's store or Navy exchange, between five and six cents' profit is channeled back into the recreation program—after all operating expenses have been deducted. Currently, these fives and sixes amount to almost \$43 million annually.

The average markup on merchandise sold in the exchange retail store is 18

percent. Normally, essential items will be marked up less than non-essential items, and the markups range from a low of 8.5 percent to a high of 25 percent at retail. The Navy Resale System Office (NAVRESO) has the responsibility of providing exchanges with specific guidelines for this broad pricing policy. Experienced buyers at NAVRESO in Brooklyn, N.Y., negotiate Price Agreement Bulletins (PABs) with prime sources from which exchanges may order on a direct basis.

The retail price of an item is established on the basis of cost, including transportation, plus a prescribed markup. Generally, prices on PAB items are identical at all Navy exchanges, regardless of geographical location or size. On non-PAB items the selling price may differ because of the size of the order and transportation.

Prices charged in exchange service departments, such as a gas station, are largely established at the local level and are based on the local labor market and operational goals established by NAVRESO headquarters.

As a member of the Armed Forces, you and your dependents may also patronize the Army and Air Force commissaries and PXs. And, under certain circumstances, when you're stationed overseas where no U.S. facilities are available, you may use foreign military facilities. This privilege, of course, is governed by strict regulations and you should be certain of your eligibility before attempting to use such facilities.

Keep in mind also that you could violate the terms of your commissary and exchange privileges by re-selling any item to an unauthorized person. Whatever you buy must be for your personal use, or the use of your dependents. In addition, exchange merchandise may be purchased as a bona fide gift. Any violation of these requirements could mean loss of your privileges.

If you abide by these few simple rules—whether you're stationed overseas, ashore in the U.S., or onboard ship—your commissary and exchange privileges help make life easier and more pleasant and, also, increase your buying power and your pleasure. ↓



# Arizona Visitors Center To Become a Reality

STORY BY JO2 BETTY PEASE  
PHOTOS BY PH1 WILLIAM GALLAGAN

The flag, perpetually at half mast, fluttered over the battleship USS *Arizona* and her 1,000 entombed men. A few hundred yards away on shore, several dignitaries and officials took a special shovel and each turned over a spadeful of dirt.

This Pearl Harbor groundbreaking ceremony climaxed more than 10 years of plans and hard work by Navy officials, patriotic organizations, and Hawaii's congressional leaders—the USS *Arizona* Memorial Visitors Center was about to become a reality.

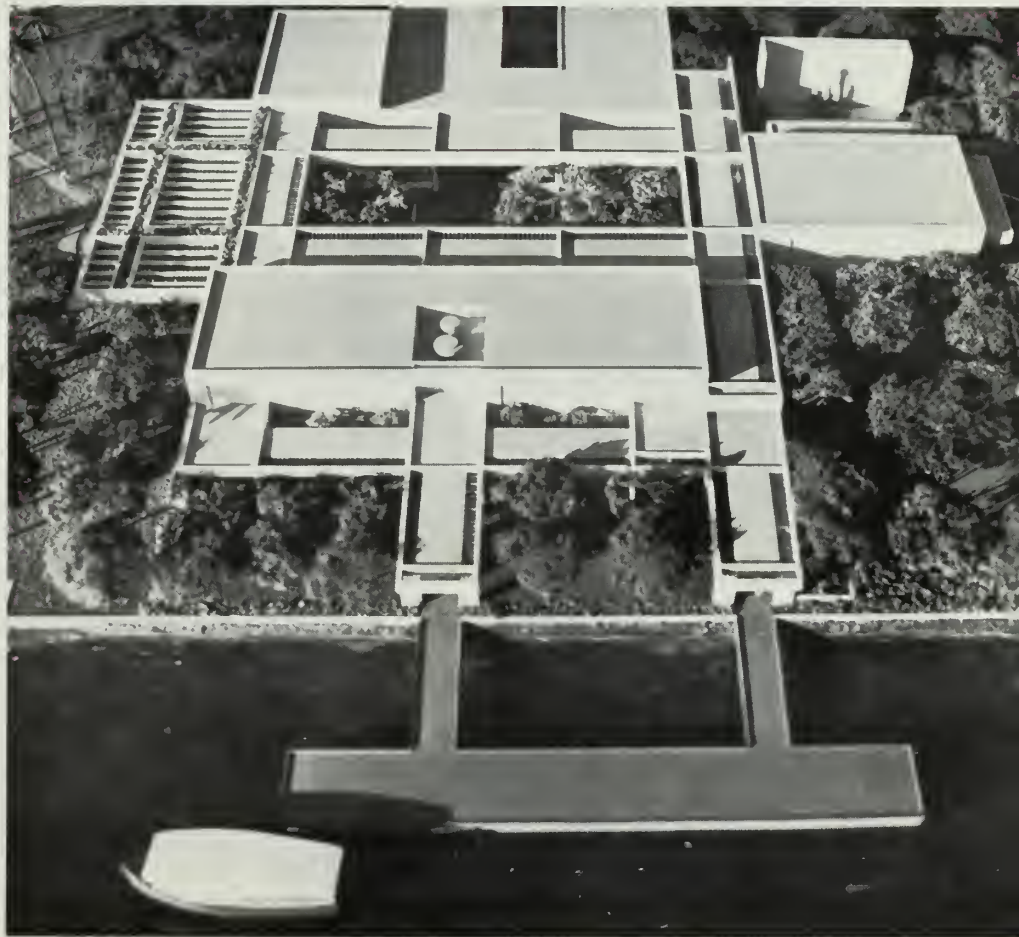
Since its opening in 1962, the *Arizona* Memorial has continued to attract an increasing number of tourists, in recent years surpassing the million mark annually. The present 17-year-old shoreside facility, with its small covered waiting area and boat landing, has required extensive renovation and additions over the years.

The new \$4.1 million Visitors Center, including a new boat landing and twin movie theaters, will be constructed directly opposite the current boat landing. Within will be a museum containing artifacts from the Pearl Harbor attack and the battleship *Arizona*. The items, many of which have been in storage for years because there was no suitable display area, include personal letters and mementoes of attack victims, salvaged pieces of the battleship, 1941 newspaper accounts of the attack, photographs and historical documents.

Other features of the complex include a museum workshop, landscaped courtyard, a terrace overlooking the memorial, covered walkways to the boat docks, twin landing ramps, and office and storage spaces.

When completed, the Visitors Center becomes the operational responsibility of the National Park Service. However, the boats and crews that provide shuttle service will remain a Navy responsibility.

The Center will, of course, provide adequate space and shelter from the elements. But, more important, the new complex will provide the setting for an orientation to the events of the “day that will live in infamy.” ↓



*This model shows how the Arizona Memorial Visitor Center at Pearl Harbor will look when construction is completed late next year. Entry will be at the upper right; a museum will be in the left wing at the center, top. The right wing will house National Park Service officers and two minitheaters will be just below the open courtyard. (U.S. Navy Photo)*



# Mail Buoy

## Fire, Fire, Fire

SIR: In your September 1978 issue of ALL HANDS, the article titled "Fire, Fire, Fire..." by JOI Jerry Atchison is interesting but ...I feel I must comment. The photographs presented in the article as to the daily firefighting training at the Fleet Training Center San Diego Firefighting School are not representative of the protective clothing firefighting personnel should wear. Specifically, the lack of protective gloves when fighting a fire. One photograph (pg. 13, top) shows the nozzle man cooling the hatch down on a burning compartment, while a second man is opening the hatch (without gloves).

The fact that a conflagration is occurring in the compartment would mean that heat is being transmitted to the door, resulting in severe burns to personnel. Not only would the man be affected by the heat from the hatch, but from the fire itself and the steam generated when water is applied to the fire.

One of the first rules of the fire service is to never enter a burning structure without a full set of protective clothing; this is not only common sense, but greatly reduces the

potential of injury to firefighting personnel. Secondly, the men on the attack line should be kneeling down and off to one side of the door instead of standing straight up in front.

I sincerely hope that these pictures do not represent the way that Navy personnel are trained at the various firefighting schools. I surely hope that the Navy will issue new directives if they are and change the requirements for the issuance and donning of protective clothing.

I agree that the proper firefighting techniques are necessary for both at sea and ashore, but without the proper personnel protective equipment and clothing the efficiency of the operation is drastically reduced...—Dean R. Ebner, Laytonsville, Md.

• We passed Mr. Ebner's comments to Fleet Training Center San Diego. Here is their reply:

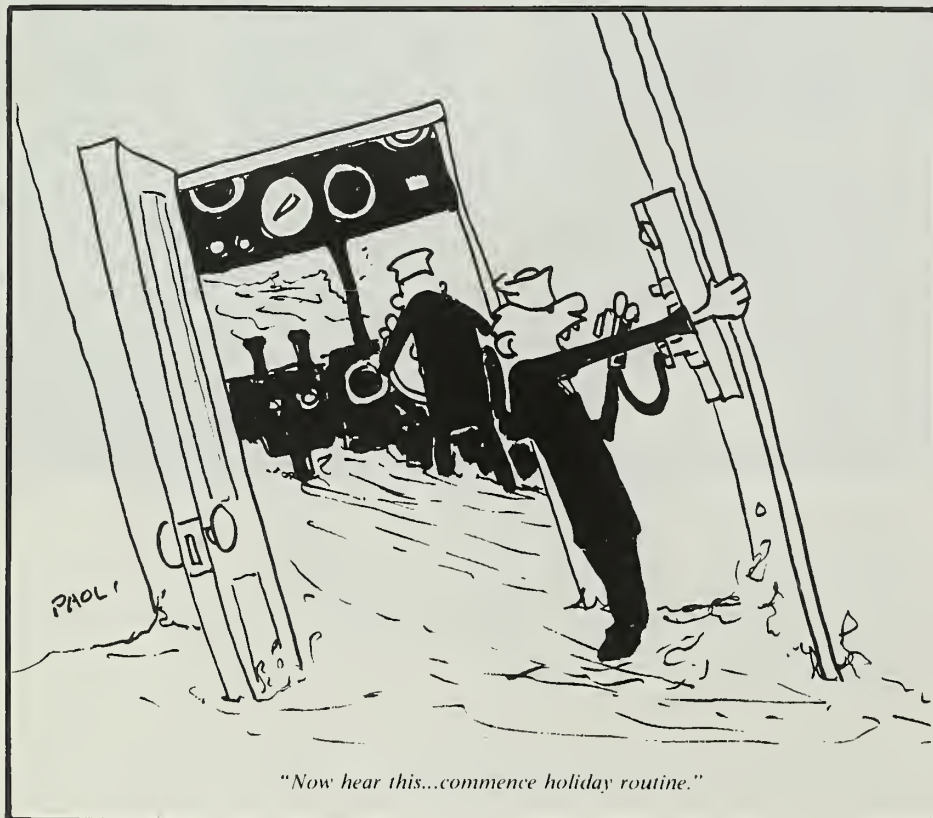
"The observations made by Mr. Ebner are, for the most part, correct. Fleet Training Center San Diego along with Fleet Training Groups and various Type Commander Mobile Training Teams stress the importance of proper personal protection

for personnel fighting fires. However, the controlled environment at the Firefighting School enables the employment of economic practicality without jeopardizing student safety.

Protective clothing is generally too cumbersome for use aboard ship due to the confinement of spaces firefighters must go into and the many objects clothing could be caught on. Except for proximity suits worn by rescue men in aircraft fires, what Mr. Ebner refers to as a 'full set of protective clothing' is not worn by Navy firefighters.

What is worn at the Firefighting School is provided to keep students reasonably dry. Protective gloves are not worn primarily because of economic factors and because student's safety does not require their use. The fire is not close to the hatch the students are checking for heat and the hazards mentioned are not a factor in this training environment.

"Mr. Ebner's third comment concerning the students not being in a 'fireman's crouch' is correct but not pertinent. These pictures were of a team training class which trains firefighting team leadership as well as procedures. Fire school instructors observe and critique after a particular evolution. The 'fireman's crouch' is taught and utilized in all courses."—ED.



## Reunions

• USS Washington (BB 56)—14 reunion July 9-11, 1979, in Annapolis Junction, Md. Contact John A. Brown, USS Washington Reunion Group, Box 13047, Columbus, Ohio 43213.

• Naval Weather Service Association—5th reunion June 28-30, 1979, in Monterey, Calif. Contact D.A. Cruse, 567 N. Livingston St., Arlington, Va. 22203.

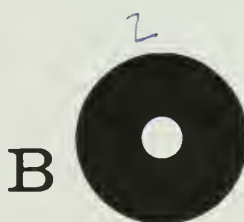
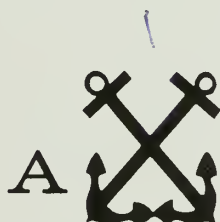
• Tin Can Sailors—3rd reunion Aug. 32-Sept. 3, 1979, in Norfolk, Va. Contact Edward J. Ward, Tin Can Sailors, USS Joseph P. Kennedy Jr. (DD 850), Battleship Cove, Fall River, Mass. 02721.

• USS Quincy (CA 71)—Reunion Sept. 14-16, 1979, in San Diego, Calif. Contact Albert Levesque, 46 Foster St., Pawtucket, R.I. 02861.

• USS West Point (AP 23)—Reunion July 19-22, 1979, in San Francisco, Calif. Contact John E. Daniel, West Point Reunion Ass'n., 3728 S. Fuller St., Independence, Mo. 64052.

# Stern Shots

Navy rating badges or symbols have been around for over 150 years. Shown below are some symbols of job titles no longer used today. Try to match the symbol with the job it represented.



1. captain of maintop A
2. ship's cook B
3. sailmaker's mate D
4. water tender G
5. baker F
6. captain of hold C
7. painter E

Answers: 1-A; 2-B; 3-D; 4-G; 5-F; 6-C; 7-E.

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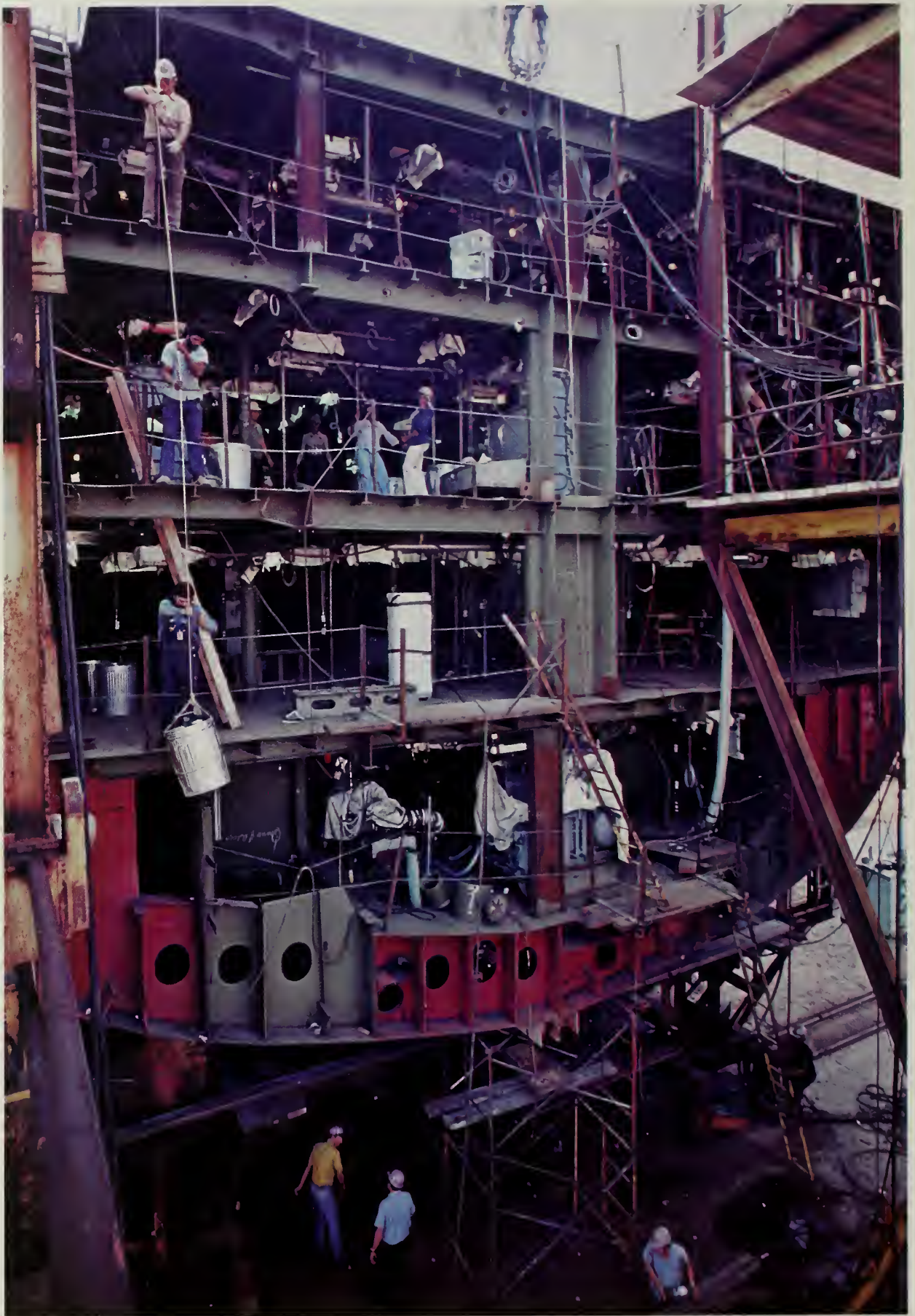
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**Building a Ship • See page 22**

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# ALL HANDS

MAY 1979

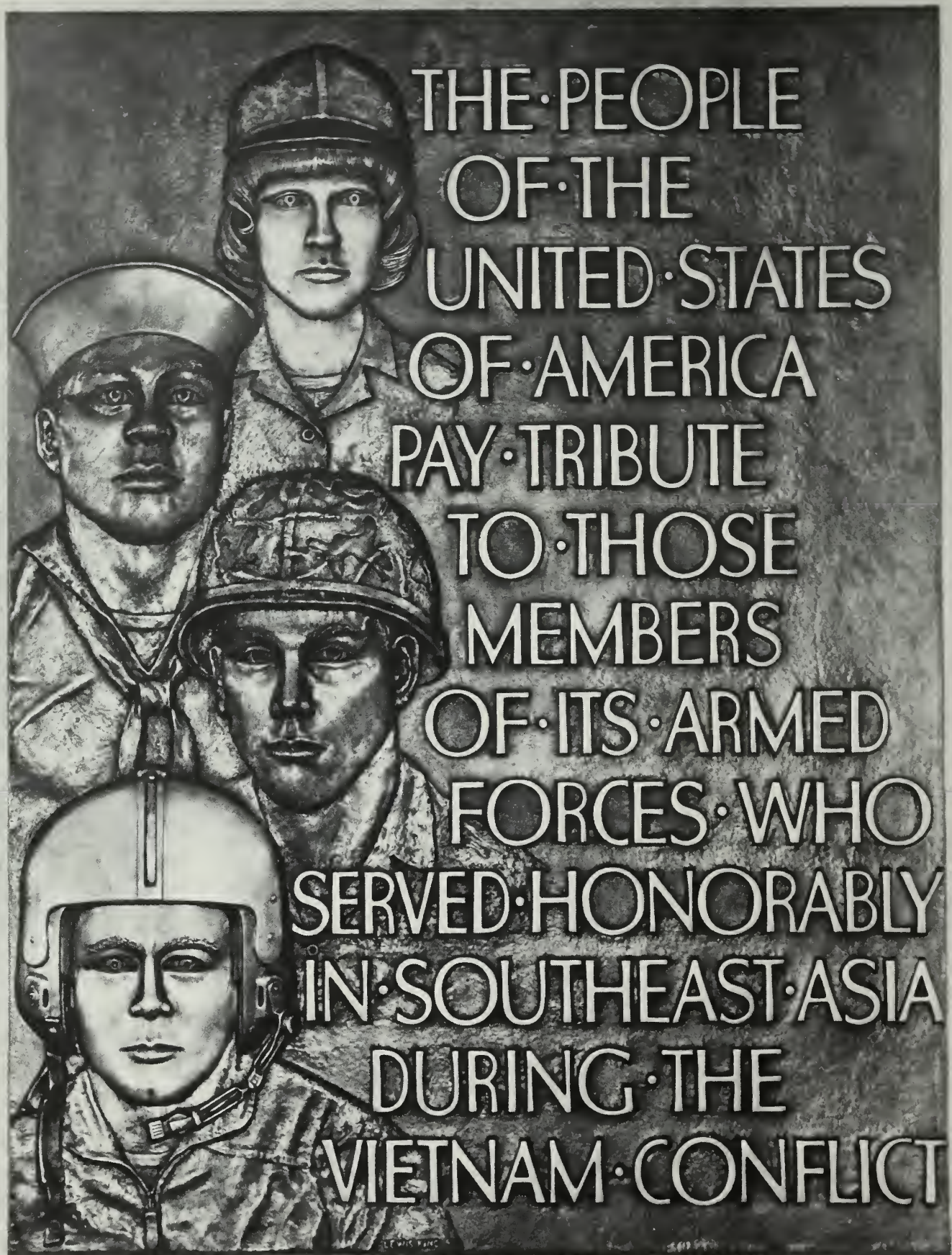


BuPers changes  
to NMPC

At the heart of a ship –  
the BTs aboard  
U.S.S. Concord

359.05  
PM16





*The memorial plaque honoring those who served honorably in Vietnam, was unveiled by President Jimmy Carter last Veterans Day at Arlington National Cemetery. The work in bronze, executed by Lewis King, is on display in the Trophy Room at the Memorial Amphitheater near the Tomb of the Unknown Soldier. Photo by PHAN Mark Sanders, USNR-R.*



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# ALL HANDS

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Chief of Naval Operations: ADM Thomas B. Hayward  
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Front: BT3 John Comer is one of a number of people who keep USS *Concord* (AFS 5) "Turning and Burning." To find out how and why, see the story starting on page 12. Photo by JO1 Jerry Atchison.

Back: AT3 Theresa Brennan, a member of the Flying Rifles, participates in a sunset colors ceremony. The story of this precision team begins on page 22. Photo by PH1 Michael F. Wood.

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# Currents

## Fleet Reserve Transfers on Last Day of Month

People transferring to the Fleet Reserve may now expect to receive their first paycheck sooner. Recently, a number of Navy activities tackled the problem of how to reduce the time required to issue the initial retainer check. They discovered that procedures could be standardized to speed response time if all Fleet Reserve transfers were authorized on the last day of the month. Therefore, to provide better service in establishing new retired pay accounts, transfers to the Fleet Reserve will be authorized only on the last day of the month, commencing Jan. 31, 1980. Fleet Reserve transfer authorizations already issued which grant transfer dates other than the last day of the month remain in effect. BUPERS Notice 1830 of Feb. 26, outlines the policy change.

## Largest Amphib Makes First WestPac Deployment

USS *Tarawa* (LHA 1), first in a new class of amphibious assault ships and the largest amphibious ship in service, arrived in Pearl Harbor, Hawaii, recently on the first leg of its initial WESTPAC deployment. In Hawaii, *Tarawa* and other units of Amphibious Squadron Seven embarked 1,200 Marines of the 37th Marine Amphibious Unit and their equipment. *Tarawa*, 820 feet long at the flight deck and 20 stories high, is second in size only to an aircraft carrier. Fully loaded, the ship displaces some 39,000 tons and is capable of speeds in excess of 20 knots. The ship is named for the November 1943 Battle of Tarawa, the fight for the first Pacific atoll taken by U.S. Marines in World War II. Accompanying *Tarawa* are USS *St. Louis* (LKA 116), USS *Denver* (LPD 9), USS *Fort Fisher* (LSD 40), USS *Barbour County* (LST 1195) and USS *Schenectady* (LST 1185). The ships and embarked Marines will participate in amphibious operations during deployment with the Seventh Fleet.

## Reenlistment Bonus for the Naval Reserve Okayed

Naval Reserve personnel in certain ratings are now eligible for a reenlistment bonus if they reenlist for a three- or six-year period, or if they extend for three years. Members of the Selected Reserve in the following ratings are eligible for the incentive award: AO, ASE, ASH, ASM, AT, AX, EW, FTM, GMM, GMT, MN, OT and PR. The bonus payments will total \$1,800 for six years and \$900 for three years. Half the bonus is paid at the start of the reenlistment term and the rest is paid in increments of \$150 at the end of each year. To qualify, the member can have no more than nine years total military service at the time of reenlistment or extension, nor can he previously have received a reenlistment or extension bonus for service in the Selected Reserve. Additionally, the member must have satisfactory participation in reserve training for the previous year at the time of reenlistment or extension. Complete information will be included in a future change to BUPERSINST 5400.42E.

## Large Soviet Naval Force Deployed to Med



In what was probably the greatest display of deployed Soviet naval firepower in history, 10 principal Soviet surface combatants were in the Mediterranean in March. Two *Kiev*-class carriers, one *Kresta II* and two *Kara*-class guided missile cruisers, two MOD *Kashin* guided missile destroyers, two *Krivak*-class destroyers, and the frigate *Riga* were among the units cruising the Mediterranean. Also present was the Soviet navy's largest amphibious warfare ship, the *Ivan Rogov*. Three naval oilers, including the new construction *Berezina*, are supporting the force. The number of surface combatants deployed to the Mediterranean is not unusual, but there are several firsts associated with the current Soviet force composition: the deployment by the carrier *Minsk*, dual carrier deployment and operations, the deployment by the *Kara*-class cruiser *Tashkent*, and observance of underway, alongside replenishment by the oiler *Berezina*. U.S. naval forces in the Mediterranean in March included two aircraft carriers, both with significantly greater capability than the Soviet *Kiev* ships, as well as the nuclear-powered guided missile cruisers *South Carolina* and *Virginia*. The Soviet carriers, accompanied by the two *Kara*-class cruisers, and *Berezina* and *Ivan Rogov* departed the Mediterranean on March 14, and entered the Atlantic Ocean.

## Navy Braces for Energy Shortage; Gasoline Allocations May Be Low



The Navy is gearing up for cuts in energy consumption as a result of the current world shortfall in oil production. In ALNAV 25/79, Secretary of the Navy W. Graham Claytor Jr. announced specific measures to reduce energy consumption by five percent at Navy shore and administrative facilities. Specific reductions in activities that affect operational readiness such as flying hours, ship steaming hours, and ground operations are not included. "However, commanders are directed to exercise all possible energy economies consistent with maintaining operational readiness," Secretary Claytor said in the message. Some of the specified energy reduction measures include:

- Rigid enforcement of federal heating standards
- Reduction of energy usage including strict compliance with lighting standards for work stations and work areas
- Strict control on use of cars, trucks and other ground vehicles
- Aggressive pursuit of energy awareness programs
- Use of alternate fuels such as natural gas and coal where feasible and environmentally possible

"This situation highlights the precarious energy posture of the United States and serves to emphasize the urgent need to reduce our nation's dependence on imported petroleum," the secretary explained. "The Navy is a leader in energy programs and we expect to meet this challenge with positive leadership and measurable results." The Navy Resale System Office issued guidelines to service stations in the event allocations of gasoline are low. Some of those guidelines included reducing hours of operations, limiting the number of gallons sold each day, limiting gallons sold to each customer and reducing days of operation. These and other steps may be employed by Navy Exchange Service Stations depending upon the gasoline supply situation in each area. Changes in availability, price and hours will be announced locally.



## New High Cost Areas for TEMADD Travelers



One way to keep up with the ever-mounting inflation spiral is to increase the maximum reimbursement rates for military personnel sent to certain areas of the United States on temporary duty. Effective March 1, the DOD Per Diem Committee did just that. The following cities and counties are among those recently designated high cost areas with new maximum allowable daily rates of \$43 based on cost increases in the area: Chicago, Cook and Lake Counties, Ill.; Oakland, Calif., and Alameda County; Monterey, Calif., and Monterey County; Newark, N.J., and Bergen, Essex, Hudson, Passaic and Union Counties; San Jose, Calif., and Santa Clara County; San Mateo, Calif., and San Mateo County. Currently, per diem is based on \$35 for temporary duty. However if the individual travels to a high cost area, including the new ones listed above, reimbursement is on an actual expense basis unless reimbursement on a per diem basis is requested. To receive payment for actual expenses, personnel must keep lodging receipts and a list of other expenses and submit them to the disbursing officer with their claim. *Joint Travel Regulations*, Volume One, contains a list of existing high cost areas and additional information.

## Names Picked for Hydrofoil-Patrol Ships

Taurus (the bull), Aquila (the eagle), Aries (the ram), and Gemini (the twins) have been approved as the names of the four combatant missile (hydrofoil) patrol ships now under construction. The ships will complete a squadron of six patrol hydrofoil missileships (PHM) being built by Boeing Marine Systems. The prototype of the class, USS *Pegasus* (PHM 1), was commissioned in 1977. Ships of this class are named for constellations. *Taurus*, *Aquila*, *Aries*, *Gemini*, a fifth ship named *Hercules*, and *Pegasus* will perform surface warfare and patrol missions. PHMs are capable of speeds in excess of 40 knots, even in heavy seas. Armament includes *Harpoon* missiles, a rapid-fire 76mm lightweight gun, MK-92 gunfire control system, and the rapid bloom offboard chaff system.

## NRL Technique Separates Oil from Bilge Water

Bilge water. It's oily, it takes up space, and it's potentially dangerous. What can you do with it? In San Diego, Calif., a technique developed by the Naval Research Laboratory (NRL) is being used to separate the oil from the bilge water. The oil is then sold and the clean water is returned to the environment. The new technique, which is helping alleviate water pollution in the San Diego Harbor area, is being used in a bilge waste collection and treatment system developed by the Naval Facilities Engineering Command. The collection and treatment system consists of a doughnut-shaped 26,000-gallon tank aboard a waste oil raft towed to ships in the harbor. The bilge waste is pumped into the tank at the ship site and then returned to dockside for the demulsification process. Using the technique developed by NRL, certain compounds are mixed in the oily bilge waste and the oil is separated from the mixture. Dr. Ralph C. Little, NRL's principal investigator in the research, said oil recovery officials at the San Diego Naval Station are very pleased with the NRL technique. "The NRL technique is not only a means of diminishing oil pollution problems, but is also a more effective and economical way to dispose of oily waste matter from ships," Dr. Little said.

## Navy League National Award Winners Announced



The Navy League of the United States has announced the 1979 winners of its National Awards for Outstanding Achievements in Leadership, Maritime Affairs, Science, Service to Community and Literature. The Navy award winners are:

- The John Paul Jones Award for Inspirational Leadership – Captain Jerry O. Tuttle, while serving as commanding officer, USS *Kennedy* (CV 67).
- The Admiral Claude V. Ricketts Award for Inspirational Leadership by a Navy Enlisted Man. (For the first time, three awards are being presented in this category) – Senior Chief Radioman Delbert R. Wheat, USS *Forrestal* (CV 59) and Naval Communication Area Master Station, Atlantic; Senior Chief Boiler Technician Richard J. Evans, USS *Pensacola* (LSD 38); and Senior Chief Construction Electrician George J. Wright Sr., U.S. Naval Mobile Construction Battalion 133.
- The Captain Winifred Quick Collins Award for Superior Performance of Duty by a Woman Officer – Lieutenant (junior grade) Andrea E. Rice, Fleet Composite Squadron One, assigned to the Pacific Fleet.
- The Stephen Decatur Award for Operational Competence – Chief Aviation Antisubmarine Warfare Operator Thomas K. Hohl, Patrol Squadron Six, assigned to the Pacific Fleet.
- The Robert M. Thompson Award for Outstanding Civilian Leadership – George T. Welsh, Head Football Coach, U.S. Naval Academy.
- The Rear Admiral William S. Parsons Award for Scientific and Technical Progress – Captain Alfred Skolnick, Project Manager, Navy High Energy Laser Project.
- The John A. McIntire Navy Judge Advocate Writing Award – Lieutenant Commander Roger F. Pitkin, JAGC, Naval Justice School, Newport, R.I., for his article "The Military Justice System: An Analysis from the Defendant's Perspective."

The awards were presented April 19 during the 1979 Navy League Convention in Dallas, Texas.

## First At-Sea Tests of NAVSTAR Navigation Look Promising



Initial at-sea tests of a new Satellite Radio Navigation System have shown amazing accuracy. An error of only 50 feet was achieved in a man overboard scenario using the NAVSTAR Global Positioning System (GPS) during tests aboard USS *Fanning* (FF 1076). A precision anchoring test came within 100 yards of the anchorage point using NAVSTAR GPS. Ultimately, 24 satellites will transmit accurately timed L-band signals around the clock to subsurface, surface and air forces. NAVSTAR GPS tests look particularly promising for ASW and other navigation requirements. During harbor navigation exercises, GPS demonstrated better than 50-yard accuracy. Operating in fog on GPS alone, *Fanning* navigated San Diego Harbor under 150- to 800-yard visibility conditions. The system will be operational for the first time in 1986 when 18 satellites will be available. Full operational capability is expected in 1987 when 24 satellites will be in orbit.



Modernizing the personnel picture

# Navy Reorganizes BuPers



After 36 years' service, the Bureau of Naval Personnel (BuPers) ceased to exist on Oct. 31, 1978. Two new commands replaced it: the Deputy Chief of Naval Operations for Manpower, Personnel and Training (OP-01) headed by Vice Admiral Robert B. Baldwin; and the Naval Military Personnel Command (NMPC) headed by Rear Admiral Carl J. Seiberlich.

Though the Navy's central personnel department underwent significant realignment, few people in the fleet have noticed. Their letters to "Bureau of Naval Personnel, Washington, D.C." continue to find their way to the proper "Pers" department at Arlington Annex.

What, then, is different? *All Hands* recently met with RADM Seiberlich, Commander of NMPC, to find out just that.

**Q.** *Admiral Seiberlich, why was BuPers reorganized?*

**A.** We've done more than simply reorganize BuPers; we are actually reorganizing the Navy's entire manpower, personnel and training system to get it aligned with the total force.

Several years ago, Congress decided the Navy's personnel management system was too fragmented. Requirements for active duty, civilian and reserve personnel, contractor support and training were being handled by agencies that communicated with each other, but didn't work closely enough together—a major reorganization was needed.

Vice Admiral Robert S. Salzer (Ret) headed a group which studied how we could reorganize to meet personnel requirements. VADM Salzer presented a conceptual plan to then-Chief of Naval Operations Admiral J.L. Holloway III (which he approved). Next, a civilian contractor was hired to refine concepts in the Salzer Study and we picked up the reorganizational plan in-house. During the following 18 months, we devised a plan to put manpower, personnel and training management requirements into a usable organization. The result was the creation of the Deputy Chief of Naval Operations for

Manpower, Personnel and Training (OP-01) headed by VADM Baldwin.

**Q.** *Isn't VADM Baldwin the Chief of Naval Personnel?*

**A.** Yes. VADM Baldwin will retain that title to indicate that he directs the Navy's personnel management. We needed an officer at the three-star level with direct access to the CNO to represent all civilian and military personnel. Therefore, the titles of DCNO (MPT) and Chief of Naval Personnel were retained for VADM Baldwin. Additionally, he has cognizance over three field commands: Naval Civilian Personnel Command, Chief of Naval Education and Training, and Naval Military Personnel Command (NMPC) which I command.

**Q.** *What is OP-01's responsibility?*

**A.** OP-01 handles all Navy personnel policy-making functions. At the staff level in OP-01, we previously had OP-01C which was the manpower shop and PERS-2 which handled personnel planning and programming. These people were double-hatted and worked together to make policy. The organization, however, was not in line with the planning, programming and budgeting organization that exists in the remainder of the OpNav staff. The reorganization of OP-01, bringing manpower, personnel and training under one roof, set it up in the same way as the rest of OpNav.

**Q.** *What, then, is the function of NMPC?*

**A.** We are a Navywide personnel support command. We have taken over all the functions of BuPers except that of policy making which is handled by OP-01. NMPC gets policy direction from the CNO and OP-01.

We execute policy. Let me emphasize that: we do not make policy. We execute policy and there are advantages to that.

**Q.** *What advantages, admiral?*

**A.** One is that we can now devote our full attention to execution. Under the previous system, there were many people involved in both policy making and,

at the same time, carrying out policy.

**Q.** *What's wrong with that?*

**A.** One thing I've noticed during my years in the Navy is this: If you have a job requiring you to do both short-range and long-range things, you'll spend most of your time on the short-range assignments—the long-range things will suffer. Something that has to be done by 0800 tomorrow *can't wait*; something concerning a project with a 1985 deadline *can wait*, if it has to. Under the new system, long-range planners are in a separate department, whereas, in my command, we are involved in the day-to-day operations and management of personnel.

**Q.** *NMPC is your only responsibility?*

**A.** No, I'm double-hatted as the Deputy Chief of Naval Personnel. The reason is this: Under the law, there are about 58 interface points that must be dealt with by either the CNP or his deputy. If I were not the DCNP, VADM Baldwin would not have anyone to handle many of the routine responsibilities with which we are tasked under CNP requirements. This may change.

There is legislation being drafted now to effect changes to Title 10 of the U.S. Code to accommodate the new organization. I have under me certain third-echelon field commands—the Navy Recruiting Command, for instance—and expect that more will be added by the end of the year. All of these changes will be incorporated into the new law.

**Q.** *Will the BuPers Manual become the NMPC Manual, a simple name change?*

**A.** The *BuPers Manual*, as it now stands, includes both policy and procedures. I had some people take a preliminary look at it to see how easy it would be to separate the two and it's not going to be easy. It will have to be revised, but we can't actually revise the manual until the law has been changed. Once it is amended, we'll find out what the new law specifies relative to the overall interfaces of DCNO (MPT), NMPC, the Civilian Personnel Command, the CNO and the Secretary of the Navy—they're



all involved. At that time, I expect to deal with the problem of what to call the new manual(s).

**Q.** People who have previously written to BuPers to find out about their orders, for instance...

**A.** They'll write to the Naval Military Personnel Command. What's happening right now is people write to BuPers just as they've always done. If the subject falls within procedures, NMPC handles it; if it's about policy making, OP-01 handles it. We're not having any problems in that area; in fact, everything is proceeding smoothly.

As far as the rest of the operation, we have a section involved in the establishment of PASS offices; the maintenance of records, retirements and separations are handled by NMPC just as they were in BuPers.

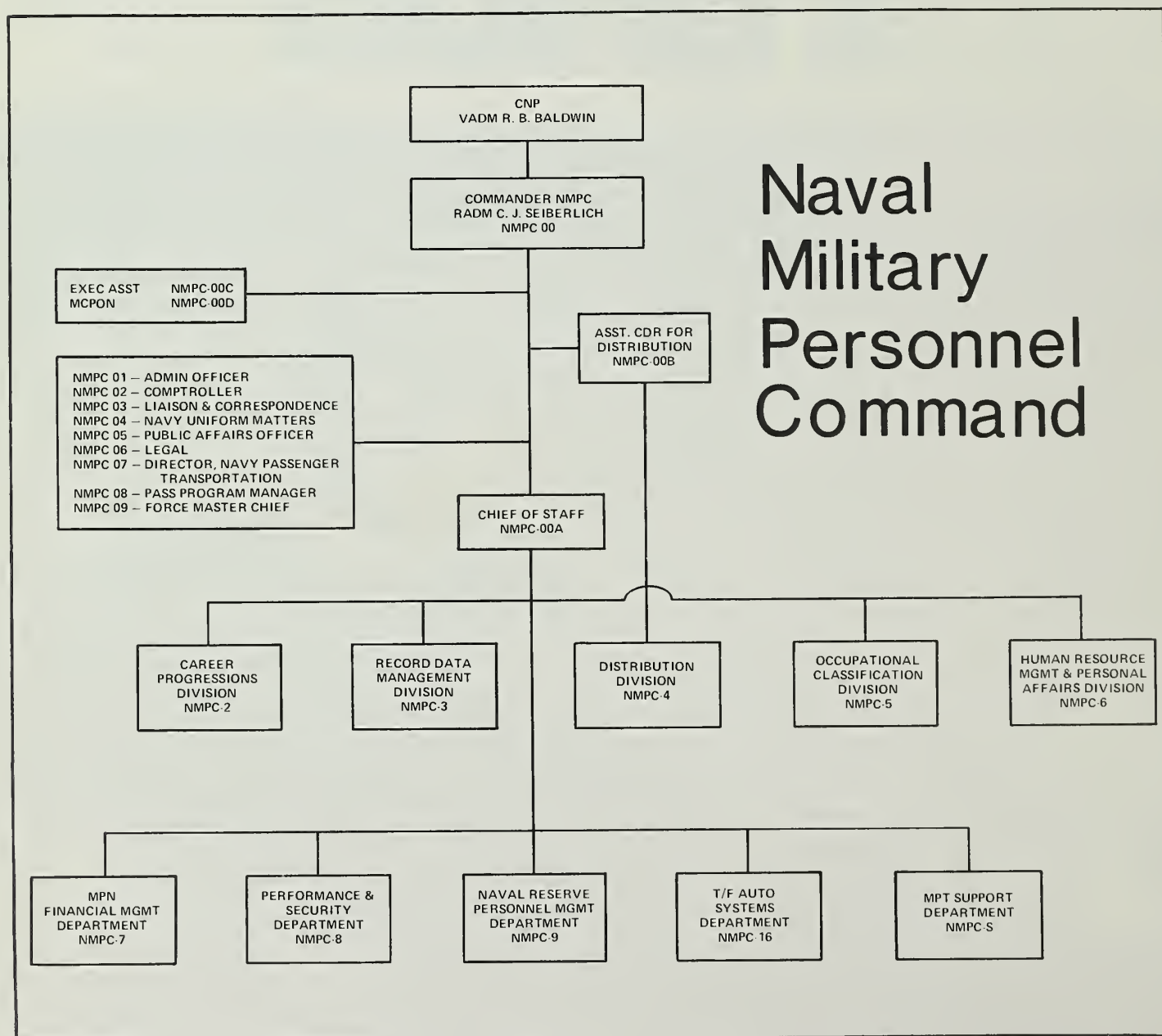
**Q.** Has the reorganization affected officer and enlisted detailing?

**A.** What used to be PERS-4 and PERS-5 have been combined so officer and enlisted detailing is handled in the same office. I did this because there are many support functions in the distribution system—management of permanent change of station manning,

order writing support, etc. We had one group of detailers writing enlisted orders and another writing officer orders. I've taken all support functions and combined them—we've saved a number of billets by doing this, but, if you're an officer or enlisted person in the field, you can't tell the difference.

**Q.** Why not?

**A.** You get the same person when you call your detailing section and we are providing the same services. It's simply been consolidated. I want to say here that the principal goal I have throughout this entire reorganization is to pro-



vide better support and better service, particularly for enlisted and junior officer personnel.

By better service, I'm talking about an increase in information available to detailers so they can do an even better job in matching the right person with the right billet. A detailer can work hard and have an excellent attitude, but, if he doesn't have enough information available identifying billets, those qualified to fill them and the desires of those qualified, then he can't do an optimum job.

We are improving the availability of information now. We are installing automatic data processing (ADP) equipment capable of storing all the needed information.

**Q.** Obviously, more information will improve detailing. Are there any other benefits?

**A.** I feel one significant thing we can do to improve retention in the Navy is improve the detailing system, to make it more responsive to the individual. Just as surely as I am interested in improving service to enlisted personnel, I feel strongly about helping the junior officer community. We have a shortage in the grades of lieutenant and lieutenant commander. I think we have to adjust to the fact that a few years ago we had replacements for almost anyone who separated from the Navy. That is no longer true. The inexhaustible supply is gone. As Admiral Hayward has stated, the retention of people now in the Navy is the most important goal we have facing us. One way we will retain them is by providing the best possible detailing.

**Q.** Specifically, how has combining officer and enlisted detailing made the process more efficient, other than eliminating certain clerical billets?

**A.** First, some background. A lot of people have asked why we moved the detailers out of the Annex. This building is being renovated. We are already moving some groups, such as OP-01, into new spaces. We had a choice of moving PERS-5 out to Georgia Avenue (about 20 miles away) and renovate their spaces in 25 months, or move PERS-4 and PERS-5 out there and

renovate in 16 months. We took the 16-month option and combined enlisted and officer detailing—something we had wanted to do anyway.

The advantage of combining them is this: We have a single group of detailers in charge of an entire unit or ship. If a command has a lieutenant and a master chief in the same department scheduled for rotation at the same time, for instance, we can immediately see it. Then, unlike before, we can arrange for a transition period and ensure everything is kept in balance. Previously, that would have been very difficult.

**Q.** Then the detailers are coming back to the Annex?

**A.** Yes, their moving out temporarily had absolutely nothing to do with the BuPers reorganization. They moved so we could renovate their spaces.

**Q.** When do you expect the new organization will have all of its divisions in one place?

**A.** We expect to have everyone who is part of OP-01 and NMPC in this building by February 1980. By then, the ADP support system will have been installed and our new word processing center will be in operation. Basically, we have applied modern science to this whole renovating business. We have systems furniture—it's less expensive, and you can get more people comfortably into a given space. We've applied the latest technology to office management so our people will have the best possible physical arrangements in which to conduct business.

**Q.** Will the "bureau" employ more people because of the reorganization?

**A.** No. As a matter of fact, we've had two personnel cuts assessed against us and we absorbed them. We are reducing with the rest of the Navy, doing more with less people. We are doing some things that weren't done previously, however, such as adequate long-range planning.

The most significant thing we've accomplished in the past several years is in the area of planning and programming. We are now considering person-

nel manning and training requirements before purchasing new weapons and other software systems. In the past, we used to buy a weapon and then worry about the manpower problem—now it's all done as a part of the original planning.

**Q.** Are there any location changes on the horizon for outlying commands such as those in New Orleans, for instance?

**A.** Not to my knowledge. The real change we're undergoing is not so much physical as organizational. We have separated policy making from policy execution. I don't foresee any major physical changes outside of Washington.

**Q.** Are OP-01 and NMPC co-equal organizations?

**A.** No. OP-01 is part of the OpNav staff, an echelon one command. NMPC is an echelon two command and those commands responsible to NMPC are echelon three commands.

**Q.** Then it is not correct to say that NMPC has replaced BuPers?

**A.** Absolutely not. BuPers was split into a policy-making command and a policy-executing command. NMPC performs all of the old BuPers executive functions while OP-01 performs the other functions.

**Q.** Is the main reason for the name change to show separation of functions?

**A.** That's correct. There was no way to split BuPers without changing the name. As far as people in the field are concerned, everything is basically the same—only the name has changed. They will continue to get all of the services and support received from BuPers, and more.

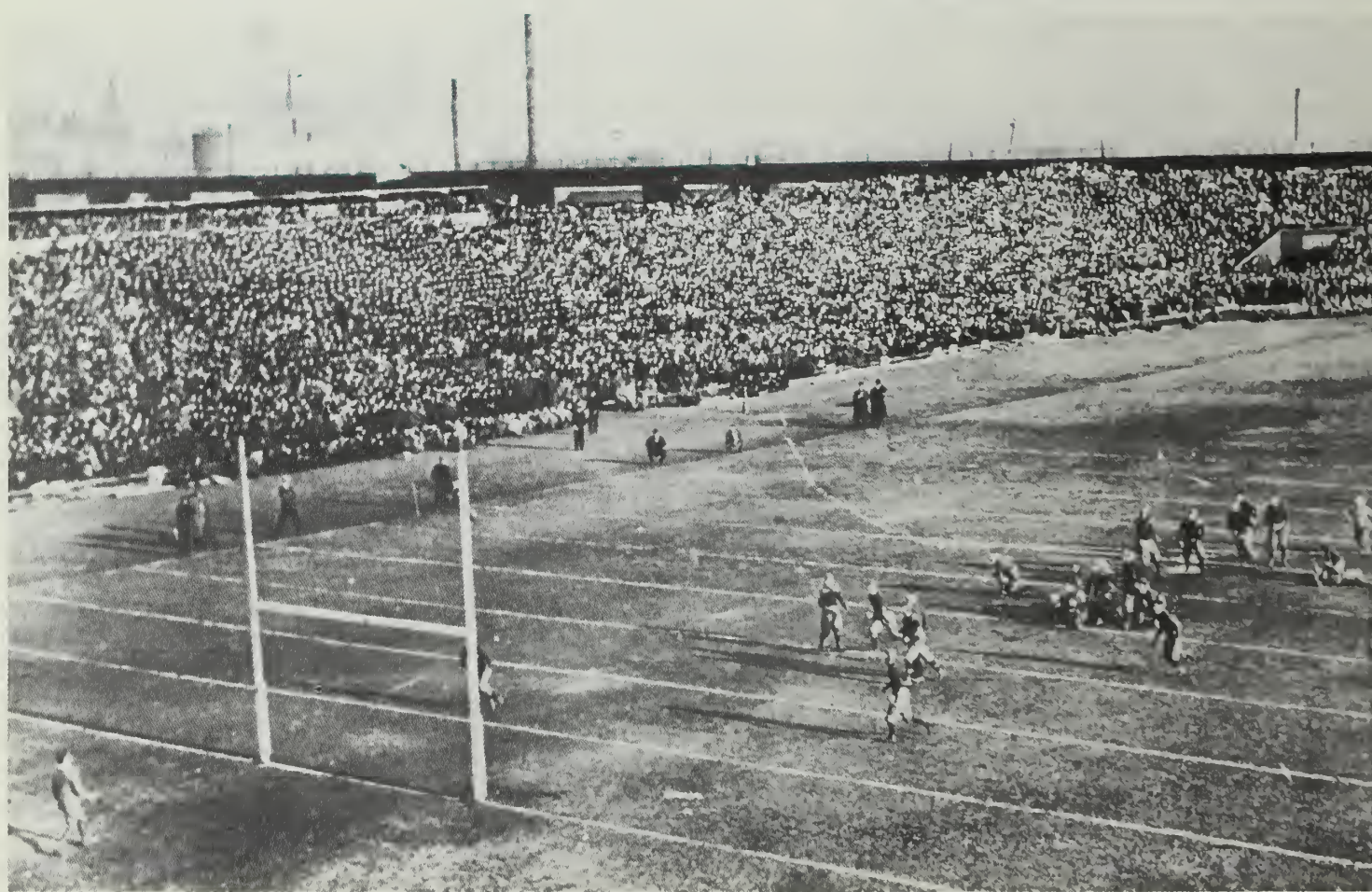
I think the reorganization will enable us to do a much better job of managing and defending our manpower requirements, and we will be able to give better service to all Navy people—they are, after all, the reason we are here. ↓



# Navy Relief

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## \$9,000 Fund Began it All



Navy Relief and football don't seem to have much in common, but it was football that kicked off Navy Relief—way back in 1904. That year, the Navy's \$9,000 share of the proceeds from the Army and Navy football game was used to fund the infant Navy Relief Society.

Now, as in past years, the call goes out for funds for the Society. This year, Navy and Marine Corps installations worldwide, as well as ships at sea, will sponsor a variety of events to put Navy Relief over the top. Large items such as automobiles and stereo sets will be given away in the name of

Navy Relief. Smaller things—car tune-ups and car washes—for instance, will be offered too.

Dances, contests, radiothons and carnivals will help spark this year's drive which runs from May 4 to June 6.

The Society has grown to more than 3,600 volunteers and 200 paid staff members in the United States, Europe and the Far East. Today, the Navy Relief Society has expanded its services to include:

- personnel of the regular Navy and Marine Corps
- reservists on extended active duty

- retired members—those receiving retired or retainer pay after 20 or more years of active duty or those medically retired.

- members of the Fleet Reserve and Fleet Marine Corps Reserve.

- Coast Guard members serving as part of the Navy during wartime.

- dependents of living or deceased personnel, as listed above.

Because the dispensing of funds (1978 figures—latest available—show \$7.8 million was disbursed to members in the form of loans, grants and services) is the Society's primary function, it relies on the donations and volunteer services of Navy and Marine Corps people. Recent annual drives have netted about \$2 million.

Football may have given the Navy Relief Society its start, but the similarity ends there. With Navy Relief, everyone is a winner. ⚓



*Opposite page, top: The Navy Relief Society's second chairman, ADM George Dewey; bottom: One of the early Army-Navy games. At left: Mrs. Frances J. Higginson, the founder of the Navy Relief Society.*



# Turning and Burning

BY JO1 JERRY ATCHISON

Life aboard ship gives sailors a chance to take a close-up look at the jobs of their shipmates. Ashore, chances are slim that a yeoman, for example, is going to come in contact with a radio-man or electronics technician on the job.

But sea duty means living and working side-by-side. It means seeing, on a day-to-day basis, the contributions being made by others who don't belong to one's own rate.

It seems a lot of sailors decide, for one reason or another, that the ship's boiler room and engineering spaces are off limits; a kind of no-man's land populated by greasy boiler technicians who have something to do with making the ship go.

Aboard the combat stores ship USS *Concord* (AFS 5), the myths surrounding the work BTs and MMs do and where they do it are just as strong. Those myths can also be just as wrong. If you go below decks you'll find the jobs done by people like Master Chief Boiler Technician Gerald Reich or Boiler Technician Third Class John Comer are just as important to the ship as they are unseen to the rest of the crew. Here's how Master Chief Reich explained it:

"It is the hardest working—yet most unheralded—rate in the Navy. All the rest of the crew sees is some bilge rat coming out of the holds. Sometimes, it

seems people take interest in us only when things go wrong.

"Why aren't we getting any hot water in the showers?" they ask. Or 'How come we don't have steam in the galley?' or 'What happened to the electrical power in the berthing spaces?'"

Commander Robert P. Glover, *Concord's* executive officer, echoed Reich's sentiments. "If you want an idea of what these people do for the ship, consider the engineering casualty drill we had yesterday. That drill left us dead in the water, with no electrical power and the fog closing in. That's as vulnerable as a Navy ship can be.

"Those people down in the holds are truly operating the heart of the ship. If it weren't for them, the Navy would have to ring up 'All Stop.' So their job may sometimes appear to be thankless, but certainly not from the skipper's point of view," he said.

People with any savvy at all about most Navy ships appreciate the fact that while engineering spaces are the heart of the ship, the steam produced by the boilers is the ship's blood. Steam drives the ship through the water, powers the countless pieces of electrical gear and, helps just about every shipboard task that can't be accomplished by crew members' muscles or minds.

Six or so decks below CDR Glover's stateroom, the heart of *Concord* was no different—busy pumping out the power needed to go and do. Five cargo holds (one refrigerated), holding up to

625,000 square feet of cargo, stood by, ready to cough up their stores for the ships alongside for underway replenishment.

Cargo elevators, winches and other muscle-saving gear—all driven by the energy that directly or indirectly was produced by the ship's boilers—were ready to make the job go quickly and efficiently.

The sources of all that energy were busy doing just that. Three 600-psi boilers were providing enough horsepower to *Concord's* main shaft to run more than 200 compact cars. Her turbines, meanwhile, were taking that superheated and pressurized steam and generating enough electrical power to service a busy town of 10,000 residents.

That, in part, is why you'd better smile when you call a BT or MM a "Bilge Rat." That, too, is why a sailor won't appreciate the job they do unless he steps out of the chow line or pushes back from his desk and goes below decks.

*Concord* has one of the most modern steam propulsion plants, including an Automatic Propulsion System (APS), available in the fleet today. Some of the modern touches are readily apparent. Instead of separate "B" and "M" divisions, *Concord* boiler technicians and machinist's mates work together in a

*Right: Part of the boiler spaces aboard USS Concord (AFS 7).*





*Clockwise from right: Gauges are monitored during fuel transfer. Inspecting the turbine. A boiler's front is a jumble of tubes, valves and gauges. Concord's main control oversees the Propulsion Division.*

single, open space designated "P" division (for propulsion).

The bulkheads which traditionally separate the two divisions aboard ship are absent here. A main control console monitors the single space. Closed circuit television, including a rotating camera with a 360 degree sweep, keeps a vigil on after steering, the shaft alley and the boiler firing aisle. An APS computer automatically runs through 350 checkpoints every six seconds, reading rpm's, pressures, temperatures and other variables.

But other aspects of the engineering spaces don't reflect modernization so much as they mirror a group of people who take a great deal of pride in their jobs and where they do them.

Steam-producing plants—modern or











Top: Boiler water is tested around the clock in the oil laboratory. Bottom: Lubricating oil samples are checked for impurities.

-not—can be pretty dirty as a result of the thousands of gallons of fuel oil, lubricants and water constantly circulating throughout the system. All main propulsion spaces have the ever-present danger of miles of pipes carrying superheated steam under extremely high pressure and the distraction of endless vibration and deafening noise. Now the noise, vibration and danger are very much present in *Concord's* spaces, but the grease, grit and grime that most accept as a BT's lot are noticeably absent.

The fact that *Concord* recently completed an overhaul in the yards explains part of the squared-away appearance in the spaces. But if you talk to the people who work there, you'll learn there's much more than a fresh coat of paint involved.

Master Chief Reich: "People who keep themselves and their equipment clean are showing they've got the personal pride it takes to do a good job down here.

"Sure, after a long shift, they're going to climb out of the hold hot and dirty, but those who get satisfaction in knowing they're doing a hard job, and doing it well, aren't going to jump in the rack or the chow line when they're covered with grease."

Left unsaid is the understanding that since BTs and MMs spend a lot of time below decks, they might as well have pleasant working spaces. Extra long hours at work, it seems, are part of their lives.

Aboard *Concord* (as with most other Navy ships) BTs and MMs are in three-section duty while the rest of the ship—at sea or ashore—may be in as much as six sections. At sea, this usually translates into a 14- to 18-hour work day.

In port, there's the matter of lighting off the boilers before the ship gets under way or securing the propulsion plant when the ship reaches the pier. That means BTs and MMs are on duty hours before liberty is up for the rest of the crew before getting underway and hours after liberty commences when the ship ties up.

According to Reich, these long hours are mandated by the notion that "If the



work stops, the ship stops." Long hours are also caused by the BT and MM rates being some of the severest of undermanned rates in the Navy.

Consider the evolution of the BT rate since those long ago days when they really were not much more than coal heavers. Today's BT must be mechanically minded and technically oriented. Modern propulsion systems—even automated ones—require much more than sweat to keep them running. Reich explained:

"All of the components require precision type measurements that must be adjusted to within as much as one-thousandth of an inch. The system is so closely interlocked—one piece of equipment with another—that if one part fails, the whole works can fail.

"Automation helps, but keep in mind that each component must operate perfectly if, once the boilers are lit off, a BT or MM is going to be able to stand back and watch automation take over.

"Automation is also limited in that once tolerances are exceeded, the system starts to react to get things back within normal limits. But the system can only react so far," he said.

To hear Reich describe it, the intricate systems are a lot like a house built of playing cards. It doesn't take much to bring the whole thing down. That's why he was quick to describe the traits demonstrated by the best BTs and MMs working for him.

"They've got to take an active interest down here," he said. "If someone tells them to open a valve, they don't just open a valve and leave it at that. They find out why they're opening that valve and what opening that valve means. They know that everything done down here is done for a reason—an important reason. So when they do it, they analyze it to see how it fits into the overall scheme of things."

New arrivals to *Concord's* engineering spaces work to get "the big picture" from the moment they step off the ladder in the hold. Novice BTs and MMs use schematic diagrams like road maps to trace steam and fuel flow. Along the way they locate valves, switches and all other gear that controls

and contains the surging fuel and steam.

Rigidly written PQS (Performance Qualifications Standards) are adhered to for each watch station. PMS (Preventive Maintenance System) is—as it must be—an overriding concern for all.

The complexity of the job is multiplied by other responsibilities as well. Take BT3 Comer's job as assistant Oil King, for example.

Although this job is traditionally assigned to a more senior petty officer, Comer handles it well and his seniors, in turn, are handling tasks assigned to the still more senior.

During any given day, Comer might be found sampling fuel for contaminants (including the JP-5 used by the helicopters as well as the ship's fuel and lubrication oil), chemically testing and treating boiler water being converted to steam, checking the ship's fresh water supply, transferring or taking on fuel, and ballasting the ship's tanks.

"The thing I like about the job is that there's something new to learn every day," he said. "I was a motorcycle mechanic in civilian life and I wanted to do something different, still in the mechanical field, when I came into the Navy. That's exactly what I'm doing."

On the port wing of the bridge, *Concord's* commanding officer, Captain C.E. Armstrong Jr., turned his attention from the line of ships waiting to enter Norfolk harbor and offered up his own views of the people below decks.

"Those people are some of the most dedicated workers the Navy has today," he said. "We've got a real responsibility to retain as many of the good ones as we can. We can do that by creating an atmosphere in which people will be proud to work, where they'll see they're working hard to make a real contribution to meet a real goal."

The future for boiler technicians and machinist's mates—indeed, for all snipes who perform the hot, dirty work below decks—is looking pretty bright. One of the Navy's largest communities of limited duty officers—engineering specialists—is proof of the opportunities for a commission. Training for BTs and MMs has expanded to meet the burgeoning responsibilities of these

rates. And more schools are on the drawing boards.

The people aboard *Concord* are neither unique nor unusual to their community Navywide (although *Concord's* BTs and MMs might be quick to disagree).

"They're the guys who keep the ship moving. It's as simple as that," CDR Glover said. ↓

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—Also contributing to this story were JOCM Bill Green and the staff of *Surface Warfare* magazine.

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## Career Incentives

Present manning shortages in the BT/MM career fields have prompted the Navy to devise certain incentives as of this writing, a few of which are explained below:

- Selective Reenlistment Bonus (SRB) allows up to a total combined bonus of \$24,000 for BTs and a slightly lesser amount (about \$20,000) for MMs, which may be awarded for the first reenlistment and a second consecutive reenlistment.

- Guaranteed Assignment Reenlistment Incentives (GUARD) offers assignment to schools, ship types, home port areas, overseas areas, ashore areas, and early rotation to shore duty, according to eligibility for sea/shore rotation, current NEC requirements and available billets.

- A 6-year-obligation (6YOB) enlistment program has been developed that includes guaranteed basic and advanced technical training courses with conditional automatic advancement, including 1200-psi PQS certification in upper- and lower-level watch stations. It also includes a guaranteed class "C" school upon completion of two years of sea duty. It has been developed to provide better prepared BTs to the fleet who can provide immediate help on the job.

- New advanced BT/MM maintenance class "C" schools have been developed at San Diego and Norfolk for those petty officers returning to sea duty.



# Bearings

## Preserver Hits 35

USS *Preserver* (ARS 8) isn't getting older, she's getting better. The Little Creek-based salvage ship recently celebrated her 35th year in the fleet.

Commissioned in January 1944, *Preserver's* service spans nearly four decades. She earned two meritorious unit commendations and three battle stars for combat action in the Pacific

during World War II. More recently, she earned the FY 1978 Battle Efficiency "E" for Service Squadron Eight.

During her career, *Preserver* has participated in salvage and rescue operations such as the 1968 recovery of SS *Ocean Eagle* (see below) when the salvage ship pumped over one-million gallons of fuel oil from the tanker. The ship also helped clear the Suez Canal in the wake of the 1970 Middle East crisis.

Even though the ship is older than

most of her crew, when it comes to performance, *Preserver's* age doesn't show. The week after her anniversary, *Preserver* received an emergency underway order to tow the USNS *American Explorer* from the coast of North Carolina, where the tanker was dead in the water, to port in Norfolk.

The 213-foot-long ship provides a stable platform for salvage, diving and recovery work. Her designed strength and stability make her one of the smallest ships to regularly make unescorted ocean crossings. She also has the ability to perform salvage and rescue missions in the heavy weather which other ships avoid.



## Paddling Around

Oceans can be a very hostile environment for the person dumped in the water without protection. Since porpoises are right at home in the ocean, a Naval Ocean System Center biologist decided to "ask" them how they felt about their wet world.

Earl Murchison of NOSC's Hawaii Laboratory is training a female porpoise to make and report judgments about objects she investigates with her natural echolocation or sonar system.

Murchison's project—a scientific version of the parlor game "Twenty Questions"—offers hope of providing valuable insight into a porpoise's perception of its world, a perception that must be quite unlike ours.

He has taught the animal to respond to a specific question with one or two answers. But the question is not spoken by the experimenter, and the porpoise does not reply in words.

In one experiment, the porpoise was trained to push one of two paddles when she detected, by her sonar, an object (in this case a steel ball) that had been



silently lowered into the water, and to press the other paddle when it was not present. Pushing one or the other paddle was her response to a tone signal that meant, in effect, "Report!"

The porpoise was then trained to report whether another target was a cylinder or not a cylinder, again using two paddles, one for yes, another for no.

By combining the porpoise's responses, Murchison could ask the porpoise two questions about her sonar perception of an object: Is it there? Is it cylindrical? Additional training can enable the animal to respond to other questions about the object.

Contrary to popular belief, Murchison said, there is not sufficient evidence to support the contention that porpoises possess exceptional intelligence or have a language comparable to human language. However, by using the "Twenty Questions" technique (called "binary response" behavior by scientists) it is possible to have two-way communication between a human and a porpoise.

Flipper of TV fame might add, "I told you so."

## Atlantic Rescues

Two Navy ships, the Norfolk-based guided missile destroyer *Claude V. Ricketts* (DDG 5) and Mayport homeported destroyer USS *Manley* (DD 940), recently rescued six men from the stormy Atlantic and returned them safely to Mayport, Fla.

The two incidents, one involving the 37-foot fishing boat "Audrey Ann" out of Port Canaveral and the other, the 30-foot catamaran sailboat "Double Pleasure" out of Jacksonville, occurred

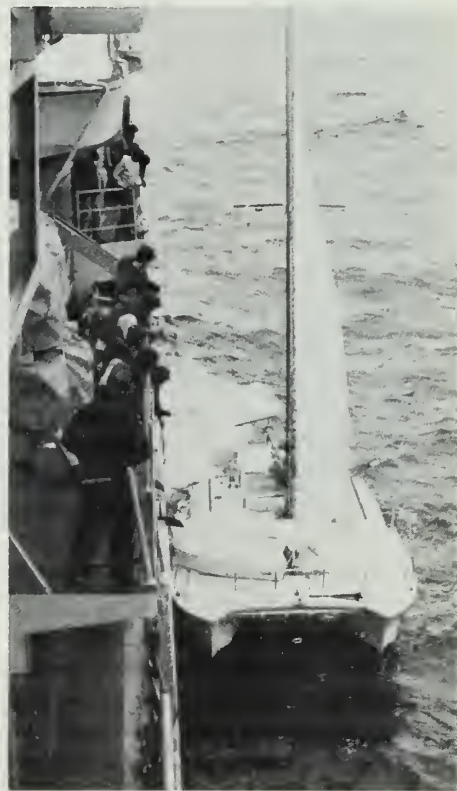
hundreds of miles apart on the open sea.

*Ricketts* was the first to arrive at Mayport with four fishermen who had been adrift in the Atlantic for four days because of battery trouble, battling 35-foot seas and 75-mph winds. Their boat had drifted more than 600 miles north to about 120 miles southeast of Charleston, S.C., before they were rescued.

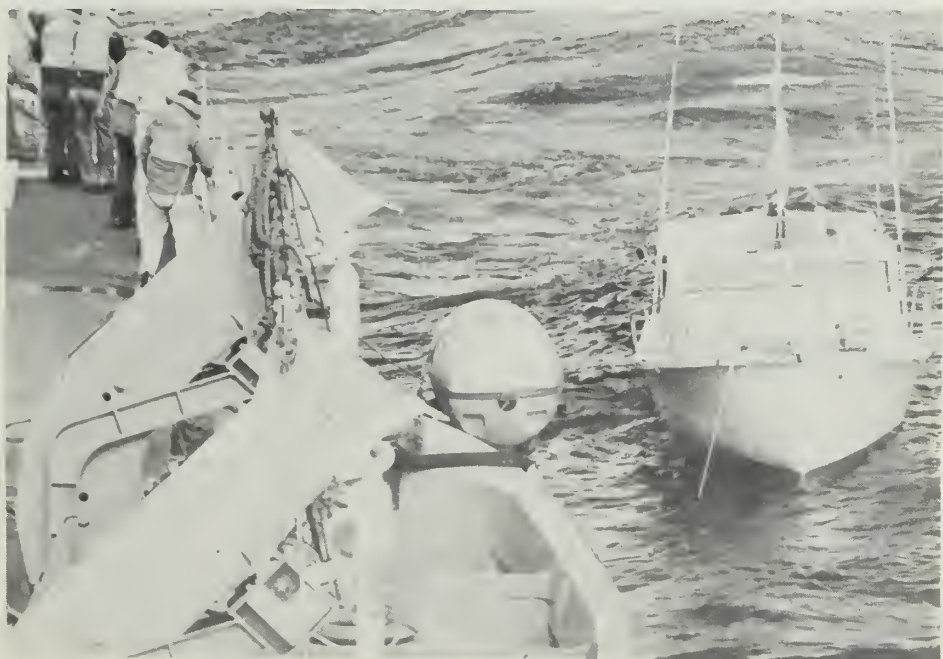
Later that afternoon, USS *Manley* returned with a father and son team who had spent two days adrift in the ocean after 45-mph winds had ripped their sails to ribbons. The men were taking the catamaran "Double Pleasure" to Baton Rouge, La., when they were forced to detour off St. Augustine and remain at sea. *Manley* was conducting local operations when they rescued the pair some 80 miles off the coast of Jacksonville.

The survivors praised the Navy crews for rescuing them. Mutt Ward, captain of the fishing boat, said, "One of the happiest moments in my life was when I saw the light of *Ricketts*."

—Gene Romano Jr.



Above: *Manley* pulls alongside the sailboat to rescue a father-son team.



Right: *Ricketts* rescues four fishermen from the *Audrey Ann*.



# Bearings



## 11 Years' Experience

Aviation Maintenance Administrationman Second Class Joseph Raubar presents two model ships to French Ambassador Francois de Laboulaye (center) and the French Naval Attache Rear Admiral Pierre Menettrier (right) in a ceremony at the French Embassy recently in Washington.

The models—*Jean Bart*, a heavy cruiser, and *L'Indiscret*, a sailing ship of the *Chebec* class—were made by Raubar who has been making model ships for over 11 years.

Raubar is assigned to the Naval Air Facility at Andrews Air Force Base near the nation's capital.

## '74' Wins Peltier

The 1978 winner of the prestigious Peltier Award is Naval Mobile Construction Battalion 74 (NMCB 74) from Gulfport, Miss.

Sponsored by the Society of American Military Engineers, the award recognizes NMCB 74 as the most outstanding Seabee outfit in the Navy.

Since 1960 the Navy's eight construction battalions have competed annually for the award by showing best overall performance in construction quality, safety and training.

The battalion built new roads and extended aircraft runways on Diego Garcia. NMCB 74 also undertook projects involving a petroleum, oil and lubricant pumphouse, an enlisted club, water treatment plants and barracks facilities.

Rear Admiral D.G. Iselin, Commander of the Naval Facilities Engineering Command, presented the Peltier Award to Commander Donald McCorvey (CO) and the other Seabees of NMCB 74 at ceremonies at Gulfport. The award honors retired Rear Admiral Eugene J. Peltier, CEC.

## EOD Facility Cited

Naval Explosive Ordnance Disposal Facility, Indian Head, Md., recently received a Navy Unit Commendation for developing a system to locate ordnance underwater.

Indian Head's "platform positioning system" allows a helicopter to fly precise patterns while towing mine countermeasures equipment. The Naval Explosive Ordnance Disposal Facility was tasked with creating a workable method for towing after fleet units discovered their inability to track this equipment. Since its development, the system has been used to locate several downed aircraft.

The facility was cited by Secretary of the Navy W. Graham Claytor Jr. for exceptional service in technical support of the fleet, other components of the Department of Defense, and other executive agencies. The unit commendation was awarded by Vice Admiral C.R. Bryan, Commander, Naval Sea Sys-

tems Command Headquarters, on behalf of Secretary Claytor.

## Filipino Family Night

Tempting Filipino food and entertaining Filipino folk dances highlighted a "Special Family Night" recently at Naval Air Station Memphis, Millington, Tenn. Chief Mess Management Specialist Al Pallera and Mess Management Specialist First Class Romy Moreno supervised the preparation of such dishes as lumpia, spare ribs adobo, pansit, pepper steak, fried rice and leche flan. Folk dances Pandanggo Sa Ilaw, Estudiantina and Tinikling were performed with precision under the direction of Suzette Flores.



## 'Play it This Way'

Fire Control Technician Second Class Alfred E. Mouledous, a part-time musician with the Seventh Fleet Show Band "Far East Edition," demonstrates proper violin technique to two children in a hospital at Sydney, Australia. The band was in Sydney recently as part of a month-long holiday festival. They put on a show for the hospital's patients and staff and later entertained bedridden children in their wards. Mouledous is a crewmember of the Seventh fleet flagship USS *Oklahoma City* (CG 5).

# CREO- Career Reenlistment Objectives

BY J01 DAN WHEELER

Morale down a little because you've been getting Passed, Not Advanced notices instead of new chevrons? Feel like you're going nowhere *slow* in your overmanned rating? Looking for a new challenge, greater advancement potential and new spark in your career?

Take heart!

Based on fleet recommendations, Naval Military Personnel Command may now have the antidote—a SCORE (Selective Conversion and Reenlistment) change to a *lesser* manned rating than your own. Details are in BuPers-Inst 1133.25D, Change 1/2 of Dec. 26, 1978. Basically, this is the deal:

Sailors in Career Reenlistment Objectives (CREO) groups B, C, D, and E may now apply for conversion to any rating less manned than their own under provisions of the SCORE and ReSCORE (for vets reentering the Navy) programs. Previously, only people in CREO groups D and E would routinely be allowed to change ratings. Those in CREO group C were "not normally approved for rating conversion," but were considered on a case-by-case basis. Those in CREO groups A and B had virtually no chance of getting approval for a rating conversion.

The CREO program was established to combat excessive manning in some Navy ratings and to increase manning in undermanned ratings. After the Vietnam War, Navy manpower decreased as the fleet shrank from about 800 ships to its current size, but the number of ratings and manning in those ratings did not shrink proportionally. Thus, the Navy was faced with overmanning in some jobs while others were "dying on the vine" for lack of personnel input.

People in undermanned ratings, though advancements came quickly, complained of being overworked; people in overmanned ratings complained

about an apparent lack of advancement potential because of crowding at the top.

CREO solved the problem. An efficient personnel management tool that is working, CREO saves the Navy money by effecting the movement of people from overmanned ratings into undermanned ratings, and by controlling reenlistment in extremely overmanned ratings.

Under CREO, each rating is broken down by paygrade and assigned a code according to current manning levels:

- Group A—Rating's career manning is less than 80 percent; extreme shortage of career strength relative to career requirements.

- Group B—Rating's career manning is between 80 and 89 percent; short

-age of career strength relative to career requirements.

- Group B—Rating's career manning is between 80 and 89 percent; shortage of career strength relative to career requirements.

- Group D—Rating's career manning is between 101 and 105 percent. First-term reenlistments need not be directly controlled, but, to reduce overmanning, other actions may be employed, such as conversion programs.

- Group E—Rating's career manning is in excess of 105 percent; ratings are under direct control of the Chief of Naval Personnel (CNP) and his approval is required for all first-term reenlistments or extensions to initial enlistments, including extensions on active duty for Naval Reservists. Subsequent reenlistments *may* require CNP approval. Additionally, CNP approval may be required for continuation on active duty beyond 21 years.

The following charts show the latest, overall CREO groups and codes for each rating by paygrade. Codes A, B, C, D, and E, listed in the columns under each paygrade, regardless of rating, indicate the manning at that level and correspond directly to CREO group classifications which use the same letters.

In the petty officer paygrades of each rating, advancement rules apply equally regardless of sex. However, at the entry level, some ratings which are open to males are closed to females and vice-versa, thus a separate chart for females at the entry level (E-1-3).

Ratings with an "O" in the E-1-3 column are "open" at the entry level; ratings with a "CL" in the E-1-3 column are "closed" at the entry level; and ratings with a "C" in the E-1-3 column are "controlled" at the entry level by CNP. Dashes under a paygrade indicate the rating doesn't exist at the level shown.



Tired of getting PNA'd?



## Male Open/Closed Rating List

GROUP A  
(LESS THAN 80% MANNED)

| Rate | E-1-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | Notes |
|------|-------|-----|-----|-----|-----|-----|-----|-------|
| ABE  | O     | C   | B   | A   | A   | -   | -   |       |
| AC   | O     | A   | A   | B   | C   | C   | C   | 11    |
| BT   | O     | B   | A   | A   | B   | B   | B   |       |
| CTM  | CL    | A   | A   | B   | A   | C   | B   | 3,8   |
| DS   | O     | A   | C   | A   | B   | C   | C   | 3,11  |
| FTM  | O     | A   | C   | A   | B   | -   | -   | 1,3   |
| GMG  | O     | C   | A   | B   | C   | -   | -   | 1     |
| GMM  | O     | C   | A   | A   | A   | -   | -   | 1     |
| GMT  | O     | A   | A   | A   | C   | B   | D   | 1     |
| HT   | O     | A   | B   | B   | B   | C   | B   | 11    |
| MM   | O     | A   | B   | B   | B   | C   | C   | 3     |
| OS   | O     | B   | B   | A   | C   | B   | B   |       |

GROUP B  
(80-89% MANNED)

|     |    |   |   |   |   |   |   |       |
|-----|----|---|---|---|---|---|---|-------|
| AB  | -  | - | - | - | - | B | B | 2     |
| ABF | O  | C | C | C | A | - | B | 2     |
| AF  | -  | - | - | - | - | - | B | 2,3   |
| AM  | -  | - | - | - | - | C | - |       |
| AQ  | O  | C | B | B | C | C | - |       |
| AS  | -  | - | - | B | C | C | B |       |
| ASE | O  | A | B | - | - | - | - |       |
| AW  | O  | A | B | B | C | C | C | 1     |
| BU  | C  | A | B | B | B | C | C | 1     |
| CTA | CL | A | A | C | C | C | C | 1,8   |
| CTI | CL | C | A | B | C | C | C | 1,3,8 |
| CTT | CL | A | B | C | C | C | D | 1,8   |
| CU  | -  | - | - | - | - | - | B | 2     |
| DP  | O  | A | B | B | C | C | C | 11    |
| EM  | O  | A | B | C | C | C | C | 3,11  |
| EN  | O  | B | A | C | C | C | A | 1,3   |
| ET  | -  | - | - | B | B | B | B | 3     |
| EW  | CL | C | B | B | B | B | A | 1,8   |
| FT  | -  | - | - | - | - | B | A | 2,3   |
| FTB | CL | B | C | B | B | - | - | 1,3,9 |
| GS  | -  | - | - | - | - | B | B |       |
| GSE | CL | B | B | B | B | - | - |       |
| GSM | CL | B | B | B | B | - | - |       |
| IC  | O  | B | A | B | C | C | - | 3,11  |
| IM  | O  | A | A | C | C | D | - |       |
| MA  | -  | - | - | B | B | B | B | 1     |
| MR  | O  | B | B | C | B | C | B |       |
| MT  | CL | A | C | C | C | - | - | 1,3,9 |
| NC  | -  | - | - | B | B | B | B | 1     |
| OM  | O  | B | B | C | D | D | - |       |
| QM  | O  | B | C | A | C | C | D | 3     |
| SM  | O  | A | A | B | D | B | D |       |
| STG | O  | C | C | B | B | C | - | 1     |

GROUP C  
(90-100% MANNED)

|     |   |   |   |   |   |   |   |   |
|-----|---|---|---|---|---|---|---|---|
| ABH | O | C | B | C | B | - | - |   |
| AD  | O | C | C | C | C | C | - | 3 |

## GROUP C (Cont.)

| Rate | E-1-3 | E-4 | E-5 | E-6 | E-7 | E-8 | E-9 | Notes |
|------|-------|-----|-----|-----|-----|-----|-----|-------|
| AE   | O     | B   | C   | C   | C   | C   | -   |       |
| AG   | O     | A   | C   | C   | C   | C   | B   | 11    |
| AK   | O     | A   | B   | C   | C   | C   | B   | 10    |
| AME  | CL    | C   | C   | C   | C   | -   | -   | 3,8   |
| AMH  | O     | C   | C   | C   | C   | -   | -   | 3     |
| AMS  | O     | C   | C   | C   | C   | -   | -   | 3     |
| AO   | O     | C   | C   | C   | D   | B   | B   |       |
| ASH  | O     | C   | C   | -   | -   | -   | -   |       |
| ASM  | O     | B   | C   | -   | -   | -   | -   |       |
| AT   | O     | A   | C   | C   | C   | C   | -   |       |
| AV   | -     | -   | -   | -   | -   | -   | C   | 2     |
| AX   | O     | C   | C   | C   | C   | B   | -   |       |
| AZ   | O     | C   | C   | C   | D   | C   | B   |       |
| BM   | O     | C   | B   | C   | C   | B   | C   |       |
| CE   | C     | B   | C   | C   | B   | C   | -   | 1     |
| CM   | CL    | B   | B   | C   | D   | C   | -   | 1,9   |
| CTO  | CL    | C   | C   | C   | D   | B   | B   | 1,3,8 |
| CTR  | CL    | B   | C   | C   | C   | B   | B   | 1,8   |
| DK   | O     | C   | C   | C   | C   | C   | B   | 10    |
| DM   | O     | A   | B   | C   | C   | A   | E   | 1     |
| DT   | CL    | C   | C   | C   | D   | C   | C   | 3,8   |
| EO   | CL    | B   | B   | D   | E   | D   | -   | 2,9   |
| EQ   | -     | -   | -   | -   | -   | -   | C   | 2     |
| ETN  | O     | C   | C   | -   | -   | -   | -   | 3     |
| ETR  | O     | C   | B   | -   | -   | -   | -   | 3     |
| FTG  | O     | D   | C   | B   | C   | -   | -   | 3     |
| GM   | -     | -   | -   | -   | -   | B   | C   | 2     |
| HM   | CL    | C   | C   | C   | D   | C   | C   | 3,8   |
| IS   | CL    | A   | A   | C   | C   | C   | C   | 8     |
| JO   | O     | A   | C   | C   | C   | C   | C   | 1     |
| LI   | O     | C   | C   | C   | C   | C   | C   | 2     |
| LN   | -     | -   | A   | C   | C   | C   | C   |       |
| ML   | O     | E   | C   | C   | B   | E   | C   | 11    |
| MN   | C     | B   | C   | C   | C   | A   | C   | 1     |
| MS   | O     | A   | C   | D   | C   | B   | C   | 3     |
| OT   | O     | B   | C   | C   | C   | C   | C   |       |
| PC   | C     | B   | C   | C   | C   | C   | B   | 2     |
| PH   | O     | B   | B   | C   | C   | C   | C   | 11    |
| PM   | O     | B   | C   | C   | E   | -   | -   | 2     |
| PN   | C     | A   | C   | C   | C   | C   | C   | 3     |
| PR   | CL    | A   | C   | C   | C   | C   | A   | 8     |
| RM   | O     | B   | C   | C   | C   | C   | C   | 3     |
| SH   | O     | D   | C   | D   | C   | C   | B   | 10    |
| SK   | O     | D   | C   | D   | C   | C   | B   | 3,10  |
| ST   | -     | -   | -   | -   | -   | -   | C   |       |
| STS  | O     | C   | C   | B   | B   | A   | -   | 1,3   |
| SW   | C     | B   | C   | C   | B   | C   | -   | 1     |
| TD   | O     | B   | B   | C   | C   | C   | C   | 11    |
| TM   | O     | A   | C   | C   | B   | D   | C   | 1,3   |
| UT   | CL    | C   | C   | B   | B   | B   | B   | 1,9   |
| YN   | O     | A   | C   | C   | D   | C   | C   | 3     |

GROUP D  
(101-105% MANNED)

|    |    |   |   |   |   |   |   |       |
|----|----|---|---|---|---|---|---|-------|
| EA | CL | C | C | D | D | C | - | 2,4,9 |
| MU | C  | A | D | D | D | D | D |       |
| PI | -  | - | - | - | - | - | D | 2     |

## Female Open/Closed Rating List

### GROUP A (LESS THAN 80% MANNED)

#### Rate E-1 - 3 Notes

|     |   |     |
|-----|---|-----|
| CTM | C | 3,8 |
| EM  | O | 3   |
| EN  | O | 1,3 |
| HT  | O |     |
| MA  | - | 1   |
| MM  | O | 3   |
| MN  | O | 1   |
| MS  | O |     |
| NC  | - | 1   |
| OT  | O |     |
| TD  | O |     |

### GROUP B (80-89% MANNED)

|     |    |       |
|-----|----|-------|
| AC  | O  |       |
| AG  | O  |       |
| AK  | O  | 10    |
| ASE | O  |       |
| ASH | O  |       |
| AT  | O  |       |
| BM  | O  | 2     |
| BT  | O  |       |
| BU  | CL | 1,9   |
| CE  | CL | 1,9   |
| CM  | CL | 1,9   |
| CTO | O  | 1,3,8 |
| CTR | O  | 8     |
| CTT | O  | 8     |
| DK  | O  | 2     |
| DM  | O  | 1     |
| DP  | O  |       |
| ET  | O  | 3     |
| IC  | O  | 3     |
| IM  | O  |       |
| LI  | O  | 2     |
| LN  | -  |       |
| ML  | C  |       |
| MR  | O  |       |
| OM  | O  |       |
| PH  | O  |       |
| PM  | C  | 2     |
| PR  | O  | 8     |
| RM  | O  | 3     |
| SW  | CL | 1,9   |
| TM  | O  | 1,2,3 |

### GROUP C (90-100% MANNED)

#### Rate E-1 - 3 Notes

|     |    |       |
|-----|----|-------|
| AB  | -  | 2     |
| ABE | O  |       |
| ABF | CL |       |
| ABH | CL |       |
| AF  | -  | 2     |
| AM  | -  | 2,3   |
| AMH | C  | 3     |
| AO  | CL |       |
| AS  | -  |       |
| ASM | C  |       |
| AV  | -  | 2     |
| AZ  | C  |       |
| CTA | O  | 8     |
| CU  | -  | 2,9   |
| DS  | C  |       |
| DT  | O  | 3,8   |
| EA  | CL | 2,4,9 |
| EO  | CL | 2,9   |
| EQ  | -  | 2,9   |
| FTG | C  | 3     |
| GM  | -  | 2     |
| GMG | C  | 1     |
| GMT | C  | 1     |
| HM  | O  | 3,8   |
| IS  | C  | 8     |
| PC  | C  | 2     |
| PN  | C  | 3     |
| SK  | C  | 3,10  |
| UT  | CL | 1,9   |
| YN  | C  | 3     |

### GROUP D (101-105% MANNED)

#### Rate E-1 - 3 Notes

|     |    |       |
|-----|----|-------|
| AD  | CL | 3     |
| AE  | CL | 2     |
| AME | CL | 2,3,8 |
| AMS | C  | 2,3   |
| AQ  | CL | 2     |
| AX  | C  | 2     |
| JO  | C  | 1,2   |
| MU  | C  |       |
| PI  | -  |       |
| QM  | C  | 2     |
| SH  | C  | 10    |

### GROUP E (MORE THAN 105%)

#### Rate E-1 - 3 Notes

|    |    |   |
|----|----|---|
| SM | CL | 2 |
| OS | CL | 2 |

These ratings are not included because they have no female goals, AWW, CTI, EW, FT, FTB, FTM, GMM, GS, GSE, GSM, MT, ST, STG, STS.

## Open Skills (Male and Female)

|      |      |      |           |      |      |      |         |
|------|------|------|-----------|------|------|------|---------|
| 0412 | 1623 | 3812 | 48US      | 1438 | 331X | 4731 | 8267(5) |
| 0416 | 1637 | 3813 | 4935      | 1442 | 332X | 4746 | 8402    |
| 042X | 1774 | 3814 | 4938      | 1443 | 333X | 481N | 8406    |
| 0719 | 1821 | 3825 | 4955      | 1453 | 334X | 48IU | 8407    |
| 0721 | 2305 | 4105 | 4956      | 1461 | 335X | 48IZ | 8425    |
| 0737 | 2318 | 4111 | 5311(7)   | 147X | 336X | 48JU | 8432    |
| 0738 | 2319 | 4115 | 532X(7)   | 148X | 338X | 48JZ | 8478    |
| 1181 | 2332 | 4116 | 533X(7)   | 1502 | 3393 | 48KL | 8479    |
| 119X | 2333 | 4117 | 5341(7)   | 1516 | 3394 | 48KR | 8483    |
| 1412 | 234X | 4245 | 5342(7)   | 1522 | 3395 | 48KS | 8492    |
| 1427 | 2353 | 4314 | 5343(7)   | 1572 | 3396 | 48KV | 8493    |
| 1431 | 2393 | 4511 | 5346(7)   | 1573 | 3805 | 48LD | 8495    |
| 1433 | 2514 | 4512 | 8215(5,6) | 1574 | 3806 | 48LL | 8506    |
| 1435 | 2612 | 4513 | 8251(5)   | 1588 | 3809 | 48MI | 8507    |
| 1436 | 330X | 4724 | 8264(5)   | 1615 | 3811 | 48UJ |         |

People with SS/SU designator in these ratings: DS, ET, FTG, HM, MS, PN, SK, RM, ST, TM, YN, IC, MM and QM.

#### Notes on These Lists:

1. No Direct Procurement Entry Program (DREP) inputs allowed.
2. No DPEP or prior service inputs allowed.
3. See open skills list for certain qualifications/NECs in this rating that are not covered by CREO group of rating.
4. ChNavPers approval required for enlistments or extensions subsequent to the first re-enlistment for anyone with less than 10 years day-for-day active military service.
5. Must have served in the applicable 82XX billet for three years during the last enlistment or one year within the last four years, the total elapsed time out of the applicable 82XX billet not to exceed three years (not applicable to female list).
6. Must hold current certification of first class swim qualifications before applying under this NEC (not applicable to female list).
7. Rating conversion for people in the Seal/UDT, EOD or diver closed loop SNEC community is predicated upon the manning level of each source rating within that closed loop SNEC (not applicable to female list).
8. "A" school required (the open/controlled/closed status of female ratings indicates the desirability to female list).
9. SN/AN/FN entry requires "A" school.
10. No prior-service inputs allowed.
11. Personnel applying for Score should submit alternate rating choices.



# SecNav/CNO



# Posture Statements

## Secretary Calls Naval Capability "Very Expensive"

In his recent Posture Statement before the Senate Armed Services Committee, Secretary of the Navy W. Graham Claytor Jr. said his conviction is firmer than ever that the "maritime superiority which we have enjoyed up to now will remain essential to the security and well-being of this country for as far into the future as we can see."

He said the United States is "absolutely dependent" on the import of over 30 strategic materials essential to its economy. As such, he added, use of the world's seas is not just convenient, it is vital.



"I believe," he said, "it is because the Soviets correctly perceive that any faltering in our resolution to maintain maritime superiority could make the seas the Achilles heel of the United States and the Free World. To that extent, then, they have the capability to carry out effective sea denial, they have an option for economic blackmail or strangulation...the United States must maintain a clear margin of maritime superiority over the Soviet Union."

The Secretary said that "our potential adversaries will not weaken in either capability or resolve."

Still, he added, there are distinct advantages on the side of the U.S. Navy:

- U.S. sailors are among the finest in the world, clearly superior to their Soviet counterparts.
- The Navy's higher state of readiness—the ability to fight our ships and aircraft to their full design potential.
- Superior technology in ships, submarines, planes, weapons and sensors.
- The greater maritime strength of U.S. allies than that of the Soviets' Warsaw Pact.
- Sea-based air power provided by aircraft carriers.
- A geographic advantage in that transits between home ports and major ocean areas are considerably less restrictive and vulnerable than those of Soviet fleets.

Secretary Claytor commented that the combined budget of the Navy and Marine Corps is the largest of the three Military Departments. Still, he said, naval capability inherently is a very expensive thing.

"There are many countries, in the eastern and western blocs, and in the so-called third world, which have good sized armies, and quite a few have significant air forces as well. Few indeed, however, have substantial 'blue water' navies capable of roles other than home defense and coastal operations," he said.

"This has not, however, been the case with the Soviets. It is their clear intent to increase their ability to influence distant events, and they continue to afford, at no small sacrifice, the increasing naval capability to implement that intent.

"The 'blue water' character of their force, and their demonstrated ability to sustain extended deployments, are also on the increase."

Stating that the Navy's budget—though zero-based—is "very lean," the Secretary added that "Cost of Ownership" (manning, operating, maintaining, repairing, and basing the present force, while supporting an adequate level of readiness) accounts for a little more than half the Navy's total funds. Less than half is left for modernization or upgrading the force with newer and better ships, aircraft and weapons systems.

"We simply have not been able to buy enough ships and air-



craft to replace those being lost from the fleet through retirement and, in the case of aircraft, attrition," he said.

While subscribing, in part, to the current argument favoring design of less costly and—as necessary—less capable ships and aircraft to arrest further force level erosion, Secretary Claytor stated that sub-chasers and destroyer escorts of World War II design would offer little challenge to a modern nuclear submarine.

"The threat must be qualitatively met, and that threat is becoming more sophisticated and capable all the time," he said.

Since becoming Secretary of the Navy two years ago, Secretary Claytor said his greatest reward has been his "association with the Sailors and Marines, enlisted and officer, and the civilian personnel who make up the Department of the Navy. At the headquarters and field activities, in the fleet, and, yes, at the South Pole, they are first rate and I feel privileged to serve with them.

"I wish everyone in this nation could see them as I have, and, so, fully share my pride and enthusiasm."

Citing first-term attrition as still being too high, he said that inadequate career retention poses a serious threat to fleet readiness unless shortages of experienced petty officers can be eased.

"Returning to the draft is not the answer," he said. "We are getting adequate numbers of high quality personnel—but these numbers are adequate only if we can reduce attrition and increase retention to acceptable levels."

In order to make life in the Sea Services more attractive, the Secretary stated that the following initiatives are being pursued:

- Elimination of excessive workweek for non-deployed units.
- Adequate quarters ashore, or an equivalent cash allowance for unmarried personnel on sea duty.
- Increased career sea pay, and extension of this special pay to the officer corps.
- Restructuring of special pays and more flexible system of bonuses for critically needed skills.
- Protection of special pays and allowances from erosion by inflation or wage growth.
- Overseas cost of living allowances for unmarried personnel.
- Funded emergency leave travel overseas.
- Travel entitlements, independent of grade and duty station, for all personnel.
- Greater efforts to meet the needs of service families.
- Reestablishment of previous veterans benefits.
- Better health care.

Secretary Claytor stressed graduate education by stating that it "is a prudent businesslike investment in the long-term operational, technical and managerial competence of the naval service...I believe that the Navy's program of an annual input of 600 officer students represents a very modest baseline from which to develop leadership of sufficient competence to manage and operate the Navy of today and tomorrow."



## Admiral Hayward Optimistic About the State of Navy

"Recent experience as a fleet commander in chief, reinforced by my initial impressions as CNO, leads me to be optimistic about the state of the Navy today and the outlook for the near future. Regrettably, the longer-term trends do not allow me to be nearly so sanguine about the state of the Navy that will face my successor."

So said Chief of Naval Operations Admiral Thomas B. Hayward in his recent testimony before Congress on the FY 1980 Budget and the Navy's Military Posture. The admiral outlined the current health of the Navy and issued, as well, cautious notes concerning long-term trends.

"All indications are that the Soviets can be expected to continue the military programs which have steadily shifted the U.S.-Soviet balance over the last decade," he said.

"My principal concern lies with ensuring that our existing margin of superiority does not evaporate by the mid-eighties, when the momentum of existing procurement programs will

have spent itself," he said. "Our forces are already at an irreducible level when measured against the demands which would be placed on them in war.

"Any further significant decline in combatant capability would eat up our existing margin."

Calling Soviet shipbuilding "impressive," Admiral Hayward cited the recent completion and upcoming deployment of a second *Kiev*-class carrier and the ongoing construction of a third of the class. He noted, too, the appearance of a new, heavily armed and highly capable amphibious assault ship, the *Ivan Rogov*, and the construction of a new class of cruiser—probably nuclear-powered—estimated at 25,000 tons.

And, the admiral stated, the Soviets have their eye on worldwide deployment of their fleet.

"Soviet capabilities to sustain their forces in distant operations have been markedly improved by development of the *Berezina*-class of underway replenishment ship," he said.

On the other side of the ledger, Admiral Hayward said that the U.S. Navy in very recent years has "made great progress in reversing declining trends of fleet readiness and laying the foundation for improvement in the years ahead."

The admiral said that his "optimism about the current state of the Navy stems not only from steadily improving hardware and combat readiness, but from its people whose esprit, competence and potential continue to impress all who have an opportunity to observe them in action, manning and supporting the fleet worldwide."

He said, however, that there are a number of problems facing the Navy today which—despite his optimism about the current state of the Navy—need to be addressed and resolved. Among these are:

- Determining the most appropriate allocation of money, material and manpower.
- Striking an appropriate balance between numbers of ships and the level capability of each ship.
- Balancing a seemingly inexhaustible list of commitments against a finite number of assets.
- Striking a balance between resources invested to provide a Navy capable of carrying out its mission in the future.
- And, above all, a need to balance increasing sophistication and complexity of naval weapons and sensor systems against the future supply of qualified manpower available for recruitment into the Navy.

"I am concerned about our ability to recruit and retain adequate numbers of qualified men and women to operate the ships and aircraft which will be with us in the 1980s," he said. "We have elected to maintain what we think are reasonable quality standards rather than lower the standards to meet numerical goals."

Two factors which the Navy faces in recruitment, the admiral said, are the declining population base from which the Navy recruits and the increased competition for quality manpower in the national economy.

Because of these problems, CNO stated, additional personnel must be assigned to the Navy Recruiting Command if the

Navy is to avoid falling behind its 1978 input next year.

"Additionally," he said, "we will increase our recruitment of women into the Navy."

Citing improved retention as the long-term key to the "numbers problem," Admiral Hayward said that there was a need to get more stability, maturity and numbers in the career force. He said that this was absolutely essential if the Navy was going to adequately crew the new ships planned to be introduced in the next four or five years.

Speaking of factors that affect retention, he said, "Our people must feel that the quality of their life in the Navy is good and improving; and that they are being properly remunerated in both pay and benefits for their efforts and sacrifices."

"The sea pay reapportionment enacted by the last Congress is a positive step toward providing tangible compensation for these arduous conditions of service which our people must endure."

As he has stated in the past, Admiral Hayward reiterated that there "is a clear correlation...between retention and the quality of leadership at the individual level...I have directed a major expansion of our leadership and management training...."

Addressing combatant capabilities, the admiral stated that "...the United States Navy is in good shape today and is getting better."

"It has the flexible, balanced, global capability required to meet current commitments, though its force levels are not adequate to meet those commitments without significant stress on fleet personnel induced by lengthy deployments and heavy work schedules to maintain required readiness standards between deployments."

Concerning hardware, he said, "Our new ships...are significantly more capable than the older ships they are replacing. Along with continued technological improvements, trends in combat readiness of Navy ships and aircraft are cause for optimism but the need to sustain the momentum and to increase our efforts to improve upon those trends must be clearly recognized...."

Emphasizing the element of people, Admiral Hayward said, "Our officers and enlisted men and women are better trained today than they have ever been, and I am proud of the fact that they have done as well as they have under conditions which are exceptionally demanding."

His statement to Congress included, as well, his belief in the importance of the Naval Reserve.

"Revitalizing the Naval Reserve is one of the principal objectives I have set for myself during the initial portion of my tenure as CNO. This attests to the importance I ascribe to that organization; but lest there be any doubt, let me make unequivocally clear that I believe the Naval Reserve is an essential part of the Navy's wartime capability."

"I have made a personal commitment to support the Naval Reserve aggressively as a vital element in today's total Navy capability. This effort...is consistent with the basic fact that the Naval Reserve is an essential part of the Navy's fighting posture." ↓



# The Battle of the Coral Sea

*The 1942 Battle of the Coral Sea marked the first time in naval history that opposing fleets fought out of sight of each other—air power had arrived on the scene to take the place of the big guns of surface ships. Coral Sea also marked the beginning of the turning point for America in her war against Japan; the Battle of Midway, a month later, would tilt the scales of fate in America's favor. Unconsciously, perhaps, the Navy is reminded each year of these two historic battles. The annual Navy Relief Fund Drive is held between the date of the Battle of the Coral Sea and the Battle of Midway. This observance, then, not only recalls American naval power at its very best but provides, as well, a yearly reminder of the heroism, fortitude and devotion to duty of Navy people who have gone before.*

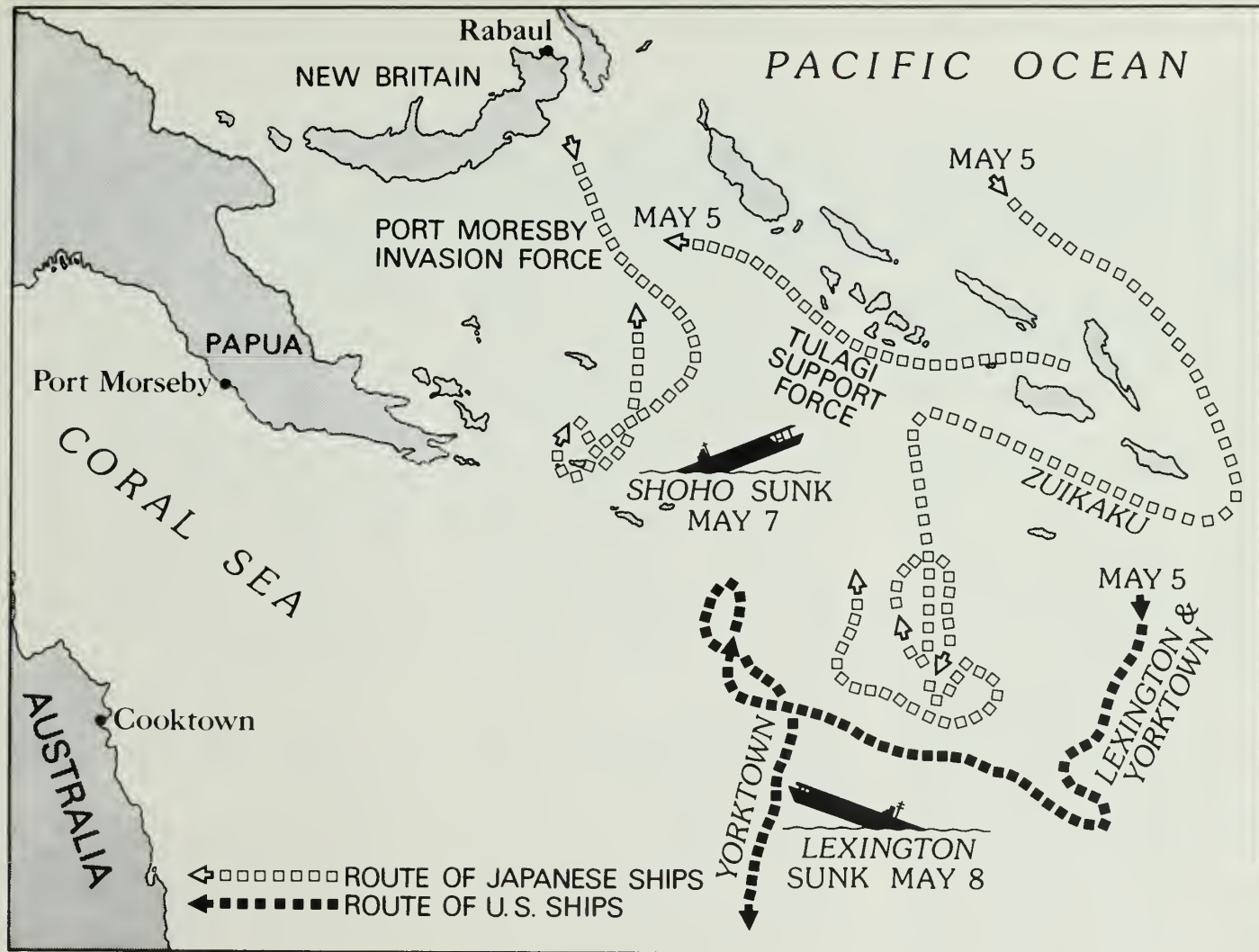
—Editor.

BY JO3 STEVE BELLOW

Just five months after the attack on Pearl Harbor in December 1941, Japanese forces occupied Guam and Wake islands, making Tokyo the sole landlord of the Central Pacific, west of Midway. Imperial Japanese forces had invaded Indochina, conquered the Dutch Indies and British Malaya, and except for the faltering Allied stronghold on Corregidor, the Philippines, too, had become Japanese property.

*Mortally wounded by Japanese Zeros, USS Lexington goes to her grave in the Coral Sea.*





Nearly 3,000 miles of ocean—along with millions of square miles of real estate—had fallen under the domination of Japanese forces. Japan's attention now turned to Australia. If her plan to isolate this island continent succeeded, she would rule the entire Western Pacific.

Port Moresby in southeastern New Guinea was now the target of the Japanese high command. Capturing Port Moresby would deny to the Allies a potential base within air range of Japanese-occupied Rabaul on New Britain Island. Seizing Port Moresby would also give Tokyo's war lords the outpost they needed to launch their planned invasion of New Caledonia and the Fiji Islands, now only weeks away, according to the master plan outlined by Tokyo strategists.

Aimed at Port Moresby, a Japanese navy task force spearheaded the assault into the tropical waters of the Coral Sea. Under the command of Vice Admi-

ral Takeo Takagi, Japanese aircraft carriers *Zuikaku* and *Shokaku* were to block any interference by Allied forces. The enemy fleet consisted also of the light carrier *Shoho*, six heavy cruisers, three light cruisers, 15 destroyers, numerous auxiliaries, and a convoy of 14 transports carrying army landing troops and a construction unit.

Allied intelligence reports had just brought the Japanese plan into focus. U.S. Task Force 17, built around carriers *Yorktown* and *Lexington* and under the command of Rear Admiral Frank Jack Fletcher, raced to the Coral Sea to spoil the anticipated assault on Port Moresby. Fletcher did not have even half the force that Takagi commanded, but his orders were clear: "...check the advance of the enemy."

The first major naval battle in history in which enemy ships did not exchange a shot was about to unfold. Surface ships of both American and Japanese fleets—miles apart—would never be in

contact with each other. The damage inflicted upon the opposing navies would come solely from the attacks by carrier aircraft.

Southeast of the Japanese strategic base at Rabaul lay the Australian base of Tulagi in the Solomons archipelago. On May 3, advance Japanese landing forces took Tulagi with no opposition. The next day, planes from the newly-arrived *Yorktown* attacked the new Japanese base but caused only minor damage. The attack on Tulagi, however, warned ADM Takagi that at least one U.S. Navy carrier stood in the way of his objective.

For the next two days, admirals Fletcher and Takagi warily searched for each other with reconnaissance air patrols. At one point the two opposing fleets were as close as 70 miles, but this was at night when air search patrols were not being flown.

The Coral Sea remained undisturbed on May 6, 1942. The Japanese, how-



ever, took control of the Allied bastion on Corregidor on that date. News of the loss of Corregidor plunged the Allied world into profound gloom. The outcome of the Pacific war was never more in doubt.

In the Coral Sea the next morning, Japanese search planes from *Shokaku* and *Zuikaku* spotted Fletcher's oiler *Neosho* and her escort, the destroyer *Sims*.

Mistaken about their discovery, the excited Japanese pilots reported finding one enemy "carrier" and one "cruiser." Eager to attack an enemy carrier, Rear Admiral Tadaichi Hara, Takagi's carrier division commander, ordered an immediate attack on *Neosho* and *Sims*.

With anti-aircraft fire and erratic maneuvering, the two ships thwarted the first attack, forcing the Japanese to break off the engagement to regroup and rearm. When the Japanese bombers returned, they again met evasive maneuvering by *Sims* and *Neosho* and more anti-aircraft fire. But this time the two ships could not escape their fate.

*Sims* took three direct hits from 500-pound bombs, two exploding in her engine room. The destroyer quickly sank, taking with her most of her crew.

*Neosho*, too, suffered great loss of life. The ship took seven direct hits before the Japanese bombers finished unloading their horror. Somehow, *Neosho* remained afloat but she had lost all power. A lifeless hulk, the ship drifted

for days before a rescue patrol found her 109 survivors and 14 men from *Sims* who had escaped their sinking ship by clinging to rafts, debris or whatever else they could find afloat.

While the Japanese bombed *Sims* and *Neosho*, American carrier planes converged on the light carrier *Shoho*. Most of her fighters were away from the carrier, leaving the Japanese carrier virtually defenseless. *Shoho* violently zigzagged to throw off the Americans' aim. Even so, at least 13 bombs and 7 torpedoes capsized the Japanese carrier within minutes. The entire after portion of the flight deck was ablaze and pouring forth heavy black smoke when *Lexington* pilot Lieutenant Commander Robert E. Dixon radioed: "Scratch one flattop!"

Outraged over the loss of *Shoho*, Admiral Takagi resolved to annihilate the American fleet at dawn the next day. He ordered Lieutenant Commander Kakuichi Tukahashi to locate the enemy fleet *with certainty*. LCDR Tukahashi, a veteran of Pearl Harbor who had led the attack on *Neosho* and *Sims* earlier that day, took off about 4:30 p.m. with 12 dive bombers and 15 torpedo bombers, all piloted by his most experienced airmen. Some of them were veterans of the war in China.

The hours passed slowly for Tukahashi and his relentless search patrol. Low visibility from rain squalls and blanketing clouds finally forced the hunters to

turn back. Tukahashi ordered his airmen to jettison their bombs and torpedoes to make the return flight easier. It was growing dark and the Japanese pilots soon found themselves lost.

While searching for their own carriers, the Japanese patrol came within range of *Lexington*'s radar. The American carrier vectored one of her own groups in the direction of the Japanese. In the ensuing melee, American pilots shot down eight torpedo bombers and one dive bomber. Most of the Japanese pilots escaped the encounter but they were still lost. When they did find their own carriers, it was in the midst of a near-blinding torrent of rain that forced many more planes into the sea during recovery operations.

Although Tukahashi had lost most of his patrol, he had located *Yorktown* and *Lexington* with certainty; May 8 would bring the battle that both sides eagerly awaited.

Both U.S. and Japanese patrols prowled the skies early that morning. A Japanese pilot found and shadowed the American task force, reporting its position and movements by radio to *Shokaku*. Similarly, an American scout found the Japanese carriers.

Once more, Tukahashi led the Japanese attack. Rear Admiral Aubrey W. Fitch, Fletcher's carrier division commander, also took an offensive, launch-

*The destruction of a Japanese aircraft carrier.*



ing planes from both *Yorktown* and *Lexington*.

The two carrier forces were evenly matched. Each had two fast carriers. The Japanese, with 122 planes available, had only one plane more than the Americans. Where *Yorktown* and *Lexington* were stronger in bombers, *Zuikaku* and *Shokaku* had more fighter and torpedo planes. The Americans had radar, but this advantage was offset by the Japanese advantage of having more experienced combat pilots and the then almost unbeatable *Zero* fighter aircraft. One other difference prevailed. The American ships steamed under bright tropical sunlight, while the Japanese carriers—235 miles away—maneuvered in an area of unrelenting rain and darkened clouds.

Penetrating a dense, misty haze, 41 *Yorktown* pilots sighted *Shokaku* and dropped their destructive payloads. One bomb shook the Japanese carrier aft, another exploded well forward on the starboard bow, igniting gasoline tanks and converting the flight deck into a sea of flames. From *Lexington*, more planes arrived to continue the attack on *Shokaku*.

Though seriously impaired and unable to launch planes, the Japanese carrier stayed afloat. Her crew had lost 108 men killed and 40 wounded. Admiral Takagi on *Zuikaku* released *Shokaku* with orders to return home for repairs. Meanwhile, *Zuikaku* suffered only minor damage and stayed hidden from her attackers in a tropical rain storm.

When they could do no more, the U.S. Navy pilots started for home. At least 20 *Zeros* were in their path to make the long flight back very difficult. One by one, American planes fell, outgunned by the faster and more maneuverable *Zeros*. Others avoided the *Zeros* only to run out of fuel before reaching their own carriers.

Two hundred miles away, another Japanese attack group launched an assault against the two American carriers. Both flattops and their escorts threw up a barrage of anti-aircraft fire.

The sky was crowded with diving, dodging aircraft and black smoke from

hundreds of exploding shells. The sea below foamed as ships churned at flank speed to dodge bombs, torpedoes and plunging aircraft; exploding bombs and screaming aircraft created deafening turmoil.

In the middle of this holocaust, *Yorktown*, miraculously, took only a single bomb hit. The 800-pound bomb, however, spread its share of destruction when it smashed through the carrier's flight deck and chewed its way to the fourth deck below, starting fires which killed or injured 66 men.

Attacking Japanese aircraft converged on *Lexington*, too. One bomb ignited an ammunition locker forward and another pounded its way down the stack structure. Several near misses jarred *Lexington*, throwing the ship to one side. Damage control parties, choking from thick smoke and intense heat, smothered three fires and held a fourth under control. In less than an hour, counter-flooding put *Lexington* back on an even keel. Captain Frederick C. Sherman ordered 25 knots, getting ready to help *Yorktown* receive aircraft returning from the attack against *Shokaku* and *Zuikaku*.

The attack against the American fleet was over in 20 minutes. During their high speed maneuvering to evade attack, *Yorktown* and *Lexington* became separated, forcing the defending escorts (cruisers and destroyers) to divide and thereby leave each carrier more vulnerable. Though heavily damaged, both American carriers remained operational. But Admiral Takagi, believing one large and one medium American carrier sunk and one battleship or cruiser left burning, headed his carrier task force toward home.

Just when it looked like the Americans had everything under control, *Lexington* suddenly trembled from a tremendous explosion. Gasoline vapors deep below decks had triggered fires which then breached ammo magazines and fuel lines. The ship shuddered as explosion followed explosion—blasts tore watertight doors off their hinges as though they were made out of pasteboard.

Repair teams struggled desperately

for hours to save their ship, beating down fires and dumping ammo over the side before it could explode. Temperatures in the engineering spaces reached 160 degrees. Warheads on the hangar deck threatened to blow the ship apart when their metal casings began to sizzle from 140-degree heat flashes. Ship communications lines deteriorated rapidly as successive explosions occurred. Steam gushed from safety valves, leaving the carrier powerless; *Lexington* was finally reduced to a huge mass of hot, twisted steel.

Captain Sherman ordered his crew to abandon ship; he followed them over the side where nearby cruisers and destroyers took them aboard. Later, an escorting destroyer fired torpedoes into the dying ship's hull.

With the *Lexington* gone, Admiral Fletcher's forces departed the Coral Sea. *Yorktown* returned to Hawaii for emergency repairs. The other ships of Task Force 17 went on to other assignments.

American forces would again return to the Coral Sea, but the enemy would not; Admiral Fletcher's mission to turn back the invasion had succeeded. The Japanese fleet enjoyed a tactical victory in terms of tonnage sunk, but suffered a strategic defeat.

Japan's intention to occupy Port Moresby was never to materialize, and her plan to isolate Australia had to be shelved.

Damage suffered by *Shokaku* and plane losses by *Zuikaku* would make the two Japanese carriers unavailable for any combat for several months. Although no one could yet know it, that meant that both would miss the coming Battle of Midway. And, although it wasn't too clear at the time, the lessons learned in the Coral Sea contributed to America's victory at Midway and her final victory in the Pacific. ↓



## Flying Rifles

# They Run on Pride

STORY BY J01 AL BRAY  
PHOTOS BY  
PH1 MICHAEL P. WOOD

Sunlight highlights the chrome-plated rifles and bayonets as they spin through the air. White-gloved hands move in unison to catch the rifles. The combined slap of hands on rifles echoes as nine people make individual movements appear as one. They are members of the Naval Air Technical Training Center Memphis Flying Rifles Drill Team.

Chief Aviation Electronics Technician Michael J. Abbott, their drillmaster, says the team's precision is appreciated all the more when it is realized all the members are part-time volunteers.

"As full-time students at NATTC, their primary mission is to learn," he says. "Most of their time is devoted to classes, and studying to become Navy technicians."

"Our practice sessions are limited to after school hours, perhaps two or three hours a day, four or five days a week, if the weather is good."

In addition to practicing, each team member has responsibilities which extend beyond the classroom. "It's our job to set an example in military appearance," says Aviation Electronics Technician Third Class Larry W. Seutter. "We try to keep our rooms and common areas in showcase condition. Our uniforms have the correct creases, our shoes are shined, and we always have fresh haircuts."

Students attending schools longer than 12 weeks submit a request chit to join the team and to move into the Flying Rifles' berthing area.

Once accepted, however, both male and female members find it hard to remain on the team. New members are expected to learn the team's manual of arms, make active contributions of time and effort to team projects, keep quarters and personal appearance in line with the team's high standards, and maintain at least a 70 percent academic average. In addition, every team member stands fire and security watches.

Although complaints are seldom heard, one junior team member said, "There just isn't enough time to study, practice, wash, iron, shine, swab, wax, buff and dust. I don't think I've seen a movie or a whole TV show in two weeks!"

Since the team was formed in 1953, it has developed an internal rank structure not associated with normal military rank. Team position is designated by the color of a helmet liner, a "pot," worn during practice.

At the bottom of the team structure is the "rock," usually the newest team member. Following indoctrination, the rock becomes a "green pot" who undergoes basic training in the team's manuals and marching formations. It usually takes from four to six weeks for the trainee to learn the movements well enough to be advanced.

Having learned the manuals, the green pot is tested by the student drillmaster. If the member passes, he or she

can be advanced to "white pot," the parade team's reserve members. Final promotion for most members is from "white pot" to "blue pot." Considered team experts, blue pots are the regular members of the nine- or twelve-man parade team. They have refined their maneuvers into precise, sharp and snappy movements.

Working merits required for promotion within the team are awarded on an hourly basis for work which benefits the entire team. A minimum number of working merits is required for each promotion.

Team members who have been assigned additional administrative duties can be promoted to "black pot," the team's staff members. The staff consists of the drillmaster, student drillmaster, assistant drillmaster, yeoman and ordnanceman.

Mastering the manuals is a mentally taxing and sometimes physically painful experience for volunteer team members. "My hands are sore from slapping the piece," a green pot said.

Rules and regulations, practices, performances and physical conditioning all contribute to similarity between the drill team and a high school or college athletic team. Like those who make the varsity team, drill team members who reach the parade team level of proficiency give up virtually all of their free weekends. Rare is the weekend during the spring, summer and fall when the drill team is free from marching engagements.

Every team member experiences pre-





performance jitters, psychs up for the engagement, and is exhausted when it is over. The drill team, like an athletic team, operates on high morale and runs on pride. Nowhere is this better illustrated than on team road trips.

Radioman Seaman Apprentice Don McCord describes the feeling as the team begins to thread its way down the street between crowds on each side. "It's like being the guest of honor at a party," he says. "You know you belong there,

*Left: Drillmaster ATC Michael J. Abbot puts the Flying Rifles through their paces.*

*Below: Practice, practice—right up to parade time.*











and you've worked hard to get there."

"It's the big payoff," Airman Bill Hansen says. "All those hours of practicing are rewarded when you march down the middle of the street and you just know everybody's looking at you. It's hard to keep from smiling. But you're supposed to look stern."

Airman Apprentice Rick Jaquez says it's not without its moments of trepidation. "When we do a throw, like in 'Flying Rifles,' everybody is listening to see if somebody misses. You're really worried somebody will miss catching the piece and blow the whole manual."

Sometimes the team feels parades are not long or big enough for them to show off. In Coffeeville, Miss., the parade had 15 or 20 entries and ran for only about a half mile. Afterwards, the police blocked off the main street and the team performed for an additional 20 minutes.

"We probably did more for Navy recruiting during that 20 minutes in Coffeeville than we did in many a parade," ATC Chester said.

"Recruiting is basically what this team is all about," ATC Abbott says. "Aside from training our members to be

*Opposite page: Preparation and paying attention to detail pays off when the team performs the Honor Circle.*

*Left: The Color Guard on parade.*

*Below: Assistant Drillmaster Reuben D. Tucker.*





good petty officers, our primary goal is to assist recruiters. In every crowd there is at least one young man or woman who, when the time comes to sign on the dotted line, will remember our performance and appearance."

The feeling that pervades the team after a good performance is one of quiet satisfaction. Larry Seutter believes members are aware of their responsibilities and their impact. "We know when we go on the road we represent the drill team, NATTC Memphis and the entire United States Navy," he said.

Why a 19-year-old recent graduate of boot camp would undertake those responsibilities and endure such inconveniences is summed up by assistant drillmaster Airman Reuben Tucker. "The Flying Rifles," he says of the team, "run on pride." ↓

*Right: A last-minute check before the parade begins.*

*Below: Flying Rifles earn their name.*





# Navy Rights & Benefits

## Pay and Allowances

*No topic generates as much fantail discussion as pay and allowances. In this article, No. 6 in our series on Navy Rights and Benefits, we'll take a close look at this familiar, yet complex, subject.*

*Public Law 90-207 and the Federal Pay Comparability Act of 1970 are intended to ensure that military pay will continue to keep pace with civilian salaries by providing semi-automatic salary adjustments each October. Whenever statistics show salaries rising in private industry, pay raises are approved across the board for military personnel. The amount is determined by the president, based on statistics provided annually by the Department of Labor.*

*Military pay is composed of both pays and allowances for active duty personnel and deferred compensation for the member's retirement (retired pay). Active duty pays and allowances are composed of Regular Military Compensation, Special and Incentive Pays and other allowances.*

*Regular Military Compensation con-*

*sists of basic pay, basic allowance for quarters, basic allowance for subsistence and the tax advantage.*

★ ★ ★

### Basic Pay

Basic pay varies according to a member's paygrade and time in service; the amount is prescribed by law. Navy people receive longevity increases at various times throughout their career.

Each member's annual salary is divided into 12 equal installments, one-half of each installment payable on the 15th and the other on the 30th of each month. Each installment represents the pay for one calendar month; the daily rate is 1/30 of the monthly rate.

The Military Monthly Basic Pay Table, effective Oct. 1, 1978, on page 47, shows the current rates of basic pay.

Basic pay is only related directly to the work a service member performs. The allowances which make up the rest of Regular Military Compensation are

basic allowance for quarters (BAQ) and basic allowance for subsistence (BAS). By tradition, custom and law, the government provides service members with quarters and subsistence needs. When quarters and subsistence are not provided, a monthly allowance may be paid to the service member to help meet the cost of those needs.

### Basic Allowance for Quarters

BAQ is paid to service members when government quarters are not available for assignment to them. The amount of BAQ varies with pay grade and dependency status. Both officers and enlisted members who have dependents are entitled to BAQ whether serving ashore, at sea or overseas, providing government quarters are not assigned. A Navy couple without dependents who volunteer for simultaneous assignment to afloat units are not eligible for BAQ because they are individually assigned shipboard quarters. Members who voluntarily occupy government quarters rated "inadequate," receive BAQ and pay a rental fee for such quarters.

A partial rate of BAQ is payable to members without dependents when they are assigned to government quarters, so as not to penalize them because of recent reallocations of basic pay increases into BAQ.

It is important to note here that personnel without dependents who are assigned to sea duty are considered to have quarters assigned to them and, therefore, are not eligible for BAQ.

Officers in pay grade O-4 and above, without dependents, may elect to receive BAQ rather than occupy available government quarters, unless the officers' duties require on-base residency. (See table on page 38.)

### Basic Allowance for Subsistence

Officers are entitled to an allowance for subsistence at the rate of \$62.80 per month, regardless of rank or dependency status. All officers, on ship or shore, married or single, draw the basic allowance for subsistence and pay the entire cost of their mess bills.



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In general, when rations-in-kind are not provided by the government, enlisted members entitled to receive basic pay are entitled to a basic allowance for subsistence (BAS). A member on sea duty is always provided rations-in-kind. Members on shore duty may, however, request and receive authorization to subsist separately from an otherwise available government mess. It should be recognized that before granting an individual permission to mess

separately, the commanding officer must take into consideration the necessity to maintain an enlisted dining facility which can be operated effectively and economically with a reduced and/or varying patronage. The daily value of commuted rations is currently \$3.00. Members assigned to certain types of duty, such as recruiting duty, where it is determined impracticable to use established dining facilities, may be entitled to draw \$3.38 per day.

## Basic Allowance for Subsistence

Officers: \$62.80/mo.

Enlisted Members:

When on leave or authorized to \$3.00/day mess separately:

When rations in-kind are not \$ 3.38/day available:

When assigned to duty under emergency conditions where no messing facilities of the United States are available: \$ 4.48/day

## Monthly Basic Allowance for Quarters

| PAY<br>GRADE                 | WITHOUT DEPENDENTS     |                           | WITH<br>DEPENDENTS |
|------------------------------|------------------------|---------------------------|--------------------|
|                              | FULL RATE <sup>1</sup> | PARTIAL RATE <sup>2</sup> |                    |
| <b>COMMISSIONED OFFICERS</b> |                        |                           |                    |
| O-10                         | \$357.90               | \$50.70                   | \$447.60           |
| O-9                          | 357.90                 | 50.70                     | 447.60             |
| O-8                          | 357.90                 | 50.70                     | 447.60             |
| O-7                          | 357.90                 | 50.70                     | 447.60             |
| O-6                          | 321.30                 | 39.60                     | 391.80             |
| O-5                          | 296.10                 | 33.00                     | 356.70             |
| O-4                          | 263.70                 | 26.70                     | 318.30             |
| O-3                          | 231.90                 | 22.20                     | 286.20             |
| O-2                          | 201.30                 | 17.70                     | 254.70             |
| O-1                          | 156.90                 | 13.20                     | 204.60             |
| <b>WARRANT OFFICERS</b>      |                        |                           |                    |
| W-4                          | \$254.10               | \$25.20                   | \$306.60           |
| W-3                          | 226.50                 | 20.70                     | 279.30             |
| W-2                          | 197.10                 | 15.90                     | 250.50             |
| W-1                          | 177.90                 | 13.80                     | 230.40             |
| <b>ENLISTED MEMBERS</b>      |                        |                           |                    |
| E-9                          | \$191.70               | \$18.60                   | \$269.70           |
| E-8                          | 176.70                 | 15.30                     | 249.30             |
| E-7                          | 150.30                 | 12.00                     | 231.90             |
| E-6                          | 136.50                 | 9.90                      | 213.30             |
| E-5                          | 131.10                 | 8.70                      | 195.90             |
| E-4                          | 115.80                 | 8.10                      | 172.50             |
| E-3                          | 103.50                 | 7.80                      | 150.30             |
| E-2                          | 91.50                  | 7.20                      | 150.30             |
| E-1                          | 86.40                  | 6.90                      | 150.30             |

<sup>1</sup>Payment of the full rate of basic allowance for quarters at these rates for members of the uniformed services to personnel without dependents is authorized by 37 United States Code 403 and Part IV of Executive Order 11157, as amended.

<sup>2</sup>Payment of the partial rate of basic allowance for quarters at these rates to members of the uniformed services without dependents who, under 37 United States Code 403(b) or 403(c), are not entitled to the full rate of basic allowance for quarters, is authorized by 37 United States Code 1009(d) and Part IV of Executive Order 11157, as amended.

## Tax Advantage

If a service member's allowances for quarters and subsistence were to be taxed by the federal government, the service member would have to earn an additional amount of money to pay that tax. That amount is referred to as the "tax advantage." The amount of tax advantage differs between service members because it, like BAQ and BAS, is calculated on:

- the service member's marital status
  - whether or not BAQ and BAS are paid in cash or received in kind
  - pay grade and length of service
- and because the number of personal tax exemptions a service member may claim varies.

## Special Pays

Special pay is added compensation Navy people receive monthly, if they qualify, and the amount is taxable. Sea duty pay, special pay for duty in specified overseas areas, hostile fire pay, diving pay, and proficiency pay, for example, are forms of special pay. Special payments to physicians, optometrists and dentists, as well as reenlistment bonuses, are also forms of special pay, though all are not paid monthly. A rundown of the more common special pays follows.

- Physicians, Dentists and Optometrists Pay. These officers receive career incentive pays as long as they remain on active duty. Payments range from \$100

to \$350 monthly, depending on specialty and years of service. Medical officers may also be entitled to "continuation pay" of up to four months' basic pay for each additional year of active duty served after attaining the rank of O-4 through O-9, or "variable incentive pay" entitlements of up to \$13,500 annually (medical officers only, in pay-grade O-3 through O-6) for remaining on active duty following completion of obligated service.

- **Foreign Pay.** Foreign duty pay is payable to enlisted members assigned to duty at specified places outside of the contiguous United States. The list of such duty stations is lengthy; a copy is in the Military Pay and Allowances Entitlements Manual. Foreign duty pay is not authorized for Navy people who are residents of Alaska, Hawaii, United States possessions, or foreign countries during any period they are serving within that locality.

### Monthly Rate of Payment for Foreign Duty

|             |             |            |
|-------------|-------------|------------|
| E-9 \$22.50 | E-6 \$20.00 | E-3 \$9.00 |
| E-8 \$22.50 | E-5 \$16.00 | E-2 \$8.00 |
| E-7 \$22.50 | E-4 \$13.00 | E-1 \$8.00 |

- **Career Sea Pay Entitlement.** New sea pay legislation became effective Oct. 1, 1978. Personnel receiving sea pay at that time continued to receive at least as much sea pay as they were drawing before the law became effective. Under the new provisions, people assigned to category "A" ships (those most frequently under way) or to units embarked in those ships, receive sea pay continuously while part of ship's company.

People in category "B" ships (those normally in home port) receive sea pay only when the ship is away from its home port for more than 30 consecutive days. Everyone in the Navy who qualified for the previous sea pay, even if currently assigned to a category "B" ship, can still receive the old rate until October 1, 1981.

Under the current sea pay plan, petty officers are paid according to their

cumulative years of sea duty. Petty officers with more than three years' cumulative sea duty receive \$25 a month when entitled to career sea pay. Petty officers with more than seven years' cumulative sea duty receive \$35 a month (\$45, beginning in FY 81). Petty officers with more than 12 years' cumulative sea duty receive \$55 a month (\$100 beginning FY 82).

- **Proficiency Pay.** This special pay is actually a career incentive pay awarded primarily to people in ratings and skills in which large personnel shortages exist. Pro-pay awards fall within two categories: shortage specialty, and special duty assignment. Pay awarded in the shortage specialty category is based on Navy Enlisted Classification (NEC) skills. Those people in designated critical skills who are serving in their specialty may draw monthly specialty pay awards of \$50 to \$150. Pro-pay awards in the special duty assignment category are based on assignment to special types of duty, such as recruiting duty, and also range between \$50 to \$150.

- **Regular Reenlistment Bonus.** Members who were on active duty on June 1, 1974 are eligible for this bonus. It may not exceed a cumulative total of \$2,000 during the member's career. The

bonus is paid when the member reenlists and is computed as follows:

*First reenlistment:* Amount equal to member's monthly basic pay at time of discharge, multiplied by the number of years for which member reenlists.

*Second reenlistment:* Amount equal to two-thirds of monthly basic pay, multiplied by the number of years for which member reenlists.

*Third reenlistment:* Amount equal to one-third monthly basic pay, multiplied by the number of years for which member reenlists.

*Fourth and subsequent reenlistments:* Amount equal to one-sixth of monthly basic pay, multiplied by the number of years for which member reenlists.

- **Selective Reenlistment Bonus.** SRB is a retention incentive special pay awarded members serving in certain selected ratings/NECs who reenlist or extend their enlistments for at least three years. The objective of the bonus is to increase the number of reenlistments in those ratings characterized by retention levels insufficient to adequately man the career force.

SRB amounts of up to \$12,000 per bonus may be paid enlisted members





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who are serving in designated critical ratings. Certain nuclear qualified members may receive up to \$15,000 per bonus. A member may collect two bonuses, one for each eligibility zone—Zone A (for those with 21 months' service, but less than six years' service) and Zone B (for those with six to not more than 10 years' service). Selective reenlistment bonuses will be covered in detail in "Reenlistment Incentives," in a forthcoming issue of *All Hands*.

- **Hostile Fire Pay.** All Navy personnel serving ashore, on board a ship, or in an aircraft, within the limits of a hostile fire zone are eligible to receive hostile fire pay at the rate of \$65 per month. A member may not receive more than one hostile fire pay during any one month. Hostile fire pay is not awarded during time of war declared by Congress.

- **Special Pay for Nuclear Qualified Officers.** This pay is awarded in three categories: nuclear career accession bonus; nuclear qualified officer extending period of active service (continuation pay); and nuclear career annual incentive bonus.

*Nuclear career accession bonus:* Naval officers or prospective naval officers accepted for training for duty in connection with the supervision, operation and maintenance of naval nuclear propulsion plants are entitled to an accession bonus when they meet all requirements listed in the Entitlements Manual and SECNAVINST 7220.65 series. The amount of this pay may not exceed \$3,000.

*Nuclear qualified officer extending period of active duty:* Certain nuclear qualified naval officers are entitled to continuation pay when they elect to remain on active duty after completion of their initial obligated service. The amount payable is determined semi-annually by the Secretary of the Navy. The total amount may not exceed \$20,000, or \$5,000 per year for each year of the officer's additional four year active service agreement.

*Nuclear career annual incentive bonus:* Certain nuclear qualified officers are entitled to an annual incentive bonus when they meet requirements set forth in SECNAVINST 7220.65 series

concerning their qualifications. The amount payable is determined by the Secretary of the Navy and may not exceed \$4,000 for unrestricted line officers or \$2,400 for limited duty and warrant officers.

- **Special Continuation Pay for Certain Nuclear Qualified Enlisted Members.** Certain nuclear trained and qualified petty officers who reenlist are entitled to nuclear petty officer continuation pay when they meet all eligibility requirements listed in the Entitlements Manual (section 11305) and SECNAVINST 7220.72. The total amount may not exceed six months' basic pay, multiplied by the number of years of additional obligated service, or \$15,000 (whichever is less). This special pay is payable in annual installments only.

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## Incentive Pays

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Incentive pays are paid to those personnel engaged in certain hazardous

and specialized duties. They receive incentive pay when performing such duties as aviation duty, parachute duty or demolition duty. As in the case of all entitlements labeled "pay," incentive pay is taxable.

- **Aerial Flights.** Members under orders to participate in regular and frequent aerial flights as crew or noncrew members, who meet all requirements listed in the Entitlements Manual, are eligible for aerial flight incentive pay. Officers qualified for aviation service are not entitled to this hazardous duty incentive pay, but they may be entitled to aviation career incentive pay. Those eligible for aerial flight pay are paid at the following rates:

Officers: \$110 per month

Enlisted crew members: \$50 to \$105, depending on paygrade and time in service

Enlisted noncrew members: \$55 per month.



- **Aviation Career Incentive Pay (ACIP).** ACIP is an incentive pay for rated/designated officers and warrant officers in flight status, and is similar to other forms of continuation pay. Monthly rates range from \$100 to \$245 for officers; from \$100 to \$200 for warrant officers. In both cases, the amount depends on the number of years of aviation service in a commissioned status.

- **Submarine Duty Pay.** Navy members required by orders to perform submarine duty are entitled to this incentive pay if: attached to a submarine (including submarines belonging to foreign powers) which is in active status; qualified in submarines and assigned as a prospective crew member of a submarine under construction; qualified in submarines and undergoing periods of instruction to prepare for assignment to a submarine of advanced design or to prepare for a position of increased responsibility on a submarine; or if an operator or crew member of an operational, self-propelled submersible, including an underseas exploration and research vessel.

The monthly rate of incentive pay for enlisted members ranges from \$50 to \$105; for warrant officers, \$100 to \$165; and for officers, \$100 to \$245—each rate of pay is based on paygrade and years of service in submarines. Staff members of submarine operational commanders, whose duties require serving on a submarine during underway operations, may qualify for incentive pay at the same rate as permanent crew members.

- **Parachute, Flight Deck, Demolition, and Experimental Stress Duty.** These incentive pays are lumped together because the entitlement is the same for each, and eligibility requirements for each specify that the member must be participating in the activity. Navy personnel who perform any of the named duties are entitled to incentive pay from the day the assignment begins until the day of completion at the rate of \$55 per month for enlisted members; and \$110 per month for officers.

**Parachute duty** involves parachute jumping as an essential part of military duty.

**Flight deck duty** involves frequent and regular participation in flight deck operations on an aircraft carrier.

**Underwater demolition duty** involves duty in connection with the underwater demolition of explosives, including training for assignment. To qualify for this pay, members must be involved with underwater demolition as their primary duty.

**Experimental stress duty** involves duty in any of the following activities: subject in human acceleration or deceleration experiments; subject in thermal stress experiments; high or low pressure chamber duty at a physiological facility as a human test subject, research technician or inside-the-chamber instructor-observer.

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### Other Allowances

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Allowances are paid to help Navy people meet expenses incurred while on active duty. Allowances may be paid monthly or on an occasional basis, or in a one-time lump sum payment. Some are paid automatically, others require application to be made. Allowances are not taxable.

- **Clothing Allowances**—Members receive an initial clothing allowance when they enter the service or are recalled to active duty; after six months of active duty, they receive a monthly maintenance allowance. There are several types of clothing allowances based on the actual cost of clothing and situations in which special clothing may be needed. Here is a list of the allowances now in effect:

**Initial clothing monetary allowance:** ICMA generally reflects the cost of a complete seabag for recruits and, for enlisted men and women, is usually paid “in kind” in the form of a full seabag issued at recruit training commands. Enlisted men receive \$308.33; enlisted women, \$396.26.

**Partial initial clothing monetary allowance for enlisted members of the Naval Reserve below E-7 (male and female):** This allowance reflects the cost of completing a seabag for Reservists upon reporting for active duty. Enlisted men \$81.35; enlisted women \$181.97; and naval aviation cadets reverting to

enlisted status \$151.57, if ICMA was not previously paid.

**Basic maintenance allowance:** This is a monthly allowance included in regular pay after six months of active duty and until completion of three years’ active duty. Enlisted men receive \$4.50; enlisted women, \$3.90.

**Standard maintenance allowance:** This regular monthly allowance is included in members’ pay after three years’ active service. Enlisted men \$6.60; enlisted women \$5.40. Maintenance allowance for men is higher due to more frequent replacement of uniforms.

**Special initial clothing monetary allowance:** This allowance is for those who must wear clothing of a type not required by the majority of Navy men and women. It goes to men and women upon advancement to chief petty officer, for instance. Rates vary from \$112 to \$396, depending on the situation, and payment is made in a one-time, lump sum.

**Civilian clothing monetary allowance:** Certain Navy people who are *required* (not having the option) to wear civilian clothing in performance of their duties, such as people serving in politically sensitive areas overseas where the appearance of a military uniform could be a disruptive source, receive this allowance. The lump sum payment ranges from \$215 to \$580, depending on the seasonal civilian clothing involved. Additional payments may be made for extended tours of duty.

**Special enlisted supplementary clothing allowance:** This allowance is paid to enlisted: members of the Ceremonial Guard; Navy recruiters; members on duty in the executive part of the Navy Department at the seat of government (field activities excluded); members on duty in the office of the Secretary of Defense or Office of the Joint Chiefs of Staff; recruit company commanders and recruit drill instructors; members on duty with the Naval Administration Unit, Washington, D.C.; the Bureau of Naval Personnel Career Information Liaison Team; Armed Forces Police and Permanent Shore Patrol; and the Master Chief Petty Officer of the Navy



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and Master Chief Petty Officers of the Fleet and Force. The amount ranges from \$9.95 for first class petty officers (and below) on duty at the seat of government, to \$138.50 for recruit company commanders.

**Officers' uniform and equipment allowances:** Initial uniform allowances for officers range from \$75 to \$200 depending on source of procurement (OCS, NROTC, etc.) and is payable upon first reporting for active duty—other than training—for period of more than 90 days; upon completing 14 days' active duty or active duty for training; or when an officer is commissioned in a regular component upon NROTC graduation or enters on active duty as a regular naval officer.

- **Family Separation Allowance—**This allowance is payable only to members with dependents. There are two types of FSA—Type I and Type II. A member may be entitled to both types simultaneously.

*FSA Type I* was designed to pay a member for added expenses for housing caused by enforced separation from dependents. It applies when Navy people must maintain a home for their dependents and one for themselves when on permanent duty outside the United States. It is not payable to a member permanently assigned to a duty station in Hawaii (but is payable to members serving in Alaska) or to any

duty station under permissive orders (orders taken at no cost to the government).

To qualify for this allowance, which is equal to one month's BAQ at the without-dependents rate for the affected paygrade, these general conditions must be met: transportation of dependents to the permanent duty station is not authorized at government expense; dependents do not live at or near the permanent duty station; adequate government quarters are not available for assignment to the member and the member is not assigned to inadequate government quarters or housing facilities.

*FSA Type II* was designed to compensate Navy people for added expenses incurred because of enforced separation from dependents due to permanent change of station, duty aboard ship, or temporary duty away from permanent command. Any member (E-4 with more than four years' service, or above) may receive \$30 per month when any one of the following general requirements are met: transportation of dependents is not authorized at government expense and dependents do not live near or at the new permanent duty station or home port; member is on duty aboard a ship which has been away from its home port for more than 30 consecutive days; member is TDY or TAD away from his or her permanent

station for more than 30 consecutive days and dependents do not live at or near the temporary duty station.

- **Dislocation Allowance—**Navy members may be entitled to a dislocation allowance equal to one month's BAQ when the member is transferred under PCS orders.

Members with dependents must actually relocate their families with the intention of establishing a bonafide, permanent residence at or near the new duty station. Members without dependents are entitled to this allowance if they are not assigned quarters at their new permanent duty station. Dislocation allowances are not automatically paid—members must apply at the disbursing office after arrival at the new duty station.

- **Station Allowances—**When assigned to duty overseas, members may become eligible for station allowances depending on a variety of factors such as location of assignment, nature of orders, dependency status and the overseas housing and cost-of-living situation. Station allowances are paid to those on duty outside the continental United States to offset any loss of purchasing power that occurs when stationed overseas. The allowances are authorized by the Per Diem Committee based on costs reported in the overseas area. Joint Travel Regulations, Volume 1, contains specific instructions concerning the payment of station allowances. Application for these allowances is required and, in view of varying conditions and rates, members should check with their disbursing officer to determine entitlement. Station allowances are revised each year and are subject to change at any time. Generally, these are the station allowances.

**Housing and Cost of Living Allowances (HA and COLA):** These help defray the average excess costs members face while on permanent overseas duty. HA is a per diem based on the difference between BAQ and the average cost of housing (including the cost of utilities) at the overseas location, whether or not the member has dependents. COLA is based on the member's rank, the area where located, the number of dependents and the average



living expenses (other than housing) in the United States compared to the overseas locality.

**Interim Housing Allowance (IHA):** This type of allowance may be paid when a member assigned overseas is required to contract for non-government, family-type housing before dependents arrive. An IHA is an amount determined by location which may be paid for 60 days or until the member's dependents arrive, whichever is earlier.

**Temporary Lodging Allowance (TLA):** TLA is designed to partially reimburse members for extra expenses incurred when living in hotel-type accommodations while awaiting permanent housing after reporting overseas. Also, it may be paid to members awaiting transportation back to the United States after receipt of PCS orders. Although there are provisions for extensions of TLA, the allowance is not usually paid for periods of more than 60 days after reporting to a foreign duty station or for more than 10 days when leaving an overseas station. Daily TLA rates are determined by multiplying a given area's travel per diem allowance by a percentage factor based on the number of dependents accompanying a member to the overseas duty station.

• **Travel Allowances**—There are a number of travel situations a member might face while on active duty for which the Navy will pay expenses or will, on the average, reimburse the member with appropriate travel allowances up to the limits permitted by law. Generally, anytime a member travels under orders (other than leave orders), the Navy pays for transportation. If a member has dependents and is in paygrade E-4 (with more than two years' service) or above, the members' family may travel at government expense when under PCS orders. A member, in paygrade E-4 (with less than two years' service) or below may have dependents transported at government expense if ordered to, from, or between an overseas duty station. Dependents may also travel at government expense when a member receives orders in connection with schooling for more than 20 weeks.

Because travel allowance computations are complex and the number of allowances authorized varies with each situation, Navy people should check with their personnel and disbursing offices each time they receive transfer or travel orders. Personnelmen and disbursing clerks are experts in the computation of travel allowances and are always willing to help members file their travel claims.

• **Lump Sum Leave Payments**—Upon discharge, transfer to the Fleet Reserve, or retirement, members may receive cash for accumulated leave, up to a maximum of 60 days. Effective Feb. 10, 1976, a military member can be paid no more than 60 days' accrued leave during an entire military career. Payment for accrued leave made before Feb. 10, 1976, is excluded from this limitation. Effective July 14, 1976, a member eligible for an accrued leave settlement may elect to receive payment for a portion of the accrued leave, not to exceed 60 days, and have the remaining

accrued leave carried forward to a new or extended enlistment.

The table on Computation of Accrued Leave Payment explains the conditions governing the sale of leave.

## Allotments of Pay

Allotments are big business in the Navy today. Thousands of civilian and Navy disbursing clerks around the world ensure that Navy members' allotments do what they're designed to do. Currently, there are 12 types of allotments in general use. The types and examples of each are clearly shown on the table of Examples of Allotments of Pay on page 44.

It is important for Navy people to realize that their dependents or others to whom allotments have been made do not receive an allotment check immediately after application has been made. The check is not mailed until the end of the month for which it is payable. Generally, the minimum time required for

| COMPUTATION OF ACCRUED LEAVE PAYMENT |                                   |                     |                                                                                                                                   |                                                              |                                                                                        |                                                                                                                                                                      |
|--------------------------------------|-----------------------------------|---------------------|-----------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|----------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| R<br>U<br>L<br>E                     | If member is                      | and member has      | then compute payment for the number of days accrued leave, <u>but not more than 60</u> in a military career, to include: (note 1) |                                                              |                                                                                        |                                                                                                                                                                      |
|                                      |                                   |                     | Basic Pay                                                                                                                         | BAS                                                          | BAQ                                                                                    | Personal Money Allowances (note 6)                                                                                                                                   |
| 1.                                   | enlisted, in paygrades E-5 to E-9 | dependents (note 3) | at rate applicable on date of separation (notes 2 and 4)                                                                          | 70 cents per day                                             | \$1.25 per day                                                                         | none                                                                                                                                                                 |
| 2.                                   |                                   | no dependents       |                                                                                                                                   |                                                              | none                                                                                   |                                                                                                                                                                      |
| 3.                                   | enlisted, in paygrades E-1 to E-4 |                     |                                                                                                                                   |                                                              | none                                                                                   |                                                                                                                                                                      |
| 4.                                   | officer                           | dependents (note 3) |                                                                                                                                   | \$62.80 per month (prorate for number days of accrued leave) | at rate applicable for member with dependents on date of separation (notes 4 and 5)    | if officer was receiving this allowance on date of separation (limited to allowance authorized by paygrade and billet) Compute at rate payable on that date (note 4) |
| 5.                                   |                                   | no dependents       |                                                                                                                                   |                                                              | at rate applicable for member without dependents on date of separation (notes 4 and 5) |                                                                                                                                                                      |

NOTES: (1) When the final leave balance includes a one-half day total, compute the amount to be paid by crediting the member with one-half of a day's entitlement. Round the total to the nearest penny. (2) Do not include in basic pay the 25 percent increase authorized certain Navy members involuntarily retained beyond their EAOS. (3) A dependent on active duty is not considered a dependent in determining right to BAQ. (4) Date of separation is date of discharge, release from active duty, transfer to Reserve, or death, day before effective date of retirement, day before date of appointment as cadet or midshipman, or day before effective date of extension of enlistment. (5) Pay BAQ even though member is not receiving BAQ on date of separation because public quarters are occupied or available. (6) Cash settlement of leave accrued as of 31 Aug 1976 will be on the basis of basic pay, BAS, BAQ, and PMA as appropriate. Cash settlement of leave accrued on and after 1 Sept 1976 will be on the basis of basic pay only for all grades, officer and enlisted.



# Navy Rights & Benefits

allotments to reach payees is five to eight weeks after the member has completed the application which places the allotment in force.

Each month the Navy Finance Center receives a number of letters from dependents who report they did not receive a scheduled allotment check. In almost every instance, failure to receive an allotment check on schedule can be traced to the failure of an active duty member to notify the center of a change of address. Navy men and women should remember that when they move, and wish to receive a check at the new address, they must notify NFC before the 16th of the month.

The center suggests members use the regular change of address cards sent periodically to allotment payees for this purpose. To be on the safe side, it is also suggested that a change of address notice be filed at the local post office so the allotment check will be forwarded.

## The Finance Center's Job

Handling the financial affairs of Navy people in such diverse areas as reenlistment bonuses, entitlement claims, leave accounting, travel, bonds and so on, is the job of the Navy Finance Center in Cleveland, Ohio, and regional and local finance offices located aboard ship and around the globe. In recent years, two developments have made this job more efficient and more economical—JUMPS and PASS.

• **JUMPS** (Joint Uniform Military Pay System)—This system has been in operation for nearly three years. It provides accurate and timely fiscal information with which to better manage the Military Personnel Pay Appropriation. Before JUMPS, forecasting pays and obligations for the pay appropriation was possible only on a historically-based "guestimate" since pay was calculated and paid by more than 500 disbursing offices afloat and ashore. Since many deployed Navy people prefer to let their pay accumulate "on the books" and pay records were closed out only twice a year, it took months for the Navy to determine how much it was actually spending on personnel costs.

## Examples of Allotments of Pay, with Applicable Codes

| When the type of allotment is                                                                                           | and member is |          |                | or is retired member not on active duty | then the period of the allotment is |          |
|-------------------------------------------------------------------------------------------------------------------------|---------------|----------|----------------|-----------------------------------------|-------------------------------------|----------|
|                                                                                                                         | officer       | enlisted | aviation cadet |                                         | indefinite                          | definite |
| B - purchase of U.S. Savings Bond                                                                                       | X             | X        | X              | X                                       |                                     | X        |
| C - charity drive donation (CFC)                                                                                        | X             | X        | X              |                                         |                                     | X        |
| D - payments to dependents (note 5)                                                                                     | X             | X        | X              | X                                       |                                     | X        |
| N - U.S. Government Life Insurance and/or National Service Life Insurance or repayment of loan on VA insurance (note 6) | X             | X        | X (2)          | X                                       |                                     | X        |
| H - repayment of home loans                                                                                             | X             | X        | X              |                                         |                                     | X        |
| I - commercial life insurance (notes 3 & 4)                                                                             | X             | X        | X              | X                                       |                                     | X        |
| L - repayment of loans to Navy Relief Society                                                                           | X             | X        | X              |                                         |                                     | X        |
| M - Navy Mutual Aid Insurance                                                                                           | X             | X (1)    |                | X                                       |                                     | X        |
| S - payment to financial institution for credit to allotter                                                             | X             | X        | X              |                                         |                                     | X        |
| E - contributions to Post-Vietnam Era Veterans Education Assistance Program                                             | X             | X        |                |                                         |                                     | X        |
| T - payment of indebtedness to U.S.                                                                                     | X             | X        | X              | X                                       |                                     | X        |
| U - remittance to RSFPP for retired members on active duty                                                              | X             | X        |                |                                         |                                     | X        |

### NOTES:

- (1) Enlisted members may retain M allotments started in their former status as an officer.
- (2) If electing to continue NSLI purchased before becoming an aviation cadet.
- (3) Allotter's life only, including family group type plans.
- (4) Comply with service regulations (SECNAVINST 1740.2 series) before new allotment may be issued for payment of premiums on commercial life insurance. However, any such allotments in effect Sep 30, 1967, may be continued as an approved allotment.
- (5) A retired member may authorize allotments to a spouse, former spouse(s), and/or his or her child(ren) having a permanent residence other than member's own.
- (6) Payment of insurance premiums and repayment of insurance loans will be made by one NSLI or class N allotment.

Under JUMPS, the Navy's 500 field disbursing offices still hold payday twice a month, but everyone's pay is calculated in Cleveland, well in advance of actual payment. This accrual approach permits the service to obligate the MILPERS appropriation on a much more timely basis than previously possible. Disbursing offices in the field continue to make pay record changes to reflect promotions and other pay entitlement changes occurring between Cleveland's calculation and the actual payday, but the next NFC calculation reflects those changes in each member's new Leave and Earnings Statement (LES).

The monthly LES issued to Navy men and women provides an up-to-date financial tool which can be used in planning since it provides complete information about pay entitlements, allotments, deductions and taxes. So Navy people will recognize the full value of their pay and allowances, the "remarks" block on each LES periodically explains the dollar value gained as a result of non-taxable allowances.

An LES looks confusing at first glance, yet it actually is very simple to decipher. A key on the reverse side of each LES explains what the entries in each block mean. Here are some added tips for reading LESs:

In blocks 26-32 (Allotments), a one-letter code indicates the type of allotment—e.g. "D" for dependency or "S" for savings. If a person has more than six allotments, the additional ones appear in block 62 (Remarks). If the allotment is to be stopped at the end of the month, its termination date will appear in the remarks block.

Block 57 (Forecasts of amounts due) will reflect longevity increases coming up soon, or any other action affecting pay. Designed as a financial planning tool, block 57's forecasts of amounts due may differ occasionally from actual pay received because of local adjustments based on the most current entitlements.

Block 62 (Remarks) will contain a brief description of events which affect a member's pay. For example, "LSL PAID TO DATE O.ODA" indicates that the member has not sold any "lump sum leave" back to the Navy and is, therefore, entitled to sell 60 days upon reenlistment, discharge or retirement.

• PASS (Pay/Personnel Administrative Support System)—PASS provides Navy people with one-stop personnel, pay and passenger transportation service while improving personnel/pay reporting systems and simplifying such routine procedures as checking in, checking out and changing dependency status records. Additionally, the Navy expects PASS to make possible greater accuracy in pay and personnel record keeping, and greater efficiency in overall service.

Active PASS operations began in October 1977 with the establishment of PASS offices at three areas of major naval personnel concentration: Washington, D.C., San Diego, Calif., and Norfolk, Va. Based on the success of these pilot project operations, the Vice Chief of Naval Operations decided to implement PASS Navywide, beginning in January 1979.

PASS is being phased into operation in three steps. In Phase I, all active Navy military personnel offices are being consolidated and then co-located with military pay and passenger transportation offices. This provides "one-stop" shopping for military customers. PASS offices, managed by a single Personnel

| LOC                    |  | MEMBERS COPY                 |  |              |  |              |  |      |  |           |  | PAGE           |  |
|------------------------|--|------------------------------|--|--------------|--|--------------|--|------|--|-----------|--|----------------|--|
| S/N 0102-LF-001-6240   |  | LEAVE AND EARNINGS STATEMENT |  |              |  |              |  |      |  |           |  |                |  |
| 1 NAME (Last First MI) |  | 2 SSN                        |  | 3            |  | 4 SERV       |  | 5 OR |  | USN       |  | 68042          |  |
| 6 PAY GRADE            |  | 7 YRS & PERD                 |  | 9 O PED      |  | 10 EACS DATE |  | 11   |  | 12 DSSN   |  | 13 PRD COVERED |  |
| E5                     |  | 067111                       |  | 23000000     |  | 790823       |  | 5104 |  | 0601/0630 |  | 780623         |  |
| 14 DATE PREP           |  | 15 APPROP DATA               |  | 16 AMOUNT OF |  | 17           |  | 18   |  | 19        |  | 20             |  |
| 63150                  |  | 8520CMA                      |  | 810          |  |              |  |      |  |           |  |                |  |
| 21                     |  | 22                           |  | 23           |  | 24           |  | 25   |  | 26        |  | 27             |  |
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| 28                     |  | 29                           |  | 30           |  | 31           |  | 32   |  | 33        |  | 34             |  |
| 35                     |  | 36                           |  | 37           |  | 38           |  | 39   |  | 40        |  | 41             |  |
| 42                     |  | 43                           |  | 44           |  | 45           |  | 46   |  | 47        |  | 48             |  |
| 49                     |  | 50                           |  | 51           |  | 52           |  | 53   |  | 54        |  | 55             |  |
| 56                     |  | 57                           |  | 58           |  | 59           |  | 60   |  | 61        |  | 62             |  |
| 63                     |  | 64                           |  | 65           |  | 66           |  | 67   |  | 68        |  | 69             |  |
| 70                     |  | 71                           |  | 72           |  | 73           |  | 74   |  | 75        |  | 76             |  |
| 77                     |  | 78                           |  | 79           |  | 80           |  | 81   |  | 82        |  | 83             |  |
| 84                     |  | 85                           |  | 86           |  | 87           |  | 88   |  | 89        |  | 90             |  |
| 91                     |  | 92                           |  | 93           |  | 94           |  | 95   |  | 96        |  | 97             |  |
| 98                     |  | 99                           |  | 100          |  | 101          |  | 102  |  | 103       |  | 104            |  |
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| 119                    |  | 120                          |  | 121          |  | 122          |  | 123  |  | 124       |  | 125            |  |
| 126                    |  | 127                          |  | 128          |  | 129          |  | 130  |  | 131       |  | 132            |  |
| 133                    |  | 134                          |  | 135          |  | 136          |  | 137  |  | 138       |  | 139            |  |
| 140                    |  | 141                          |  | 142          |  | 143          |  | 144  |  | 145       |  | 146            |  |
| 147                    |  | 148                          |  | 149          |  | 150          |  | 151  |  | 152       |  | 153            |  |
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| 175                    |  | 176                          |  | 177          |  | 178          |  | 179  |  | 180       |  | 181            |  |
| 182                    |  | 183                          |  | 184          |  | 185          |  | 186  |  | 187       |  | 188            |  |
| 189                    |  | 190                          |  | 191          |  | 192          |  | 193  |  | 194       |  | 195            |  |
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| 224                    |  | 225                          |  | 226          |  | 227          |  | 228  |  | 229       |  | 230            |  |
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| 238                    |  | 239                          |  | 240          |  | 241          |  | 242  |  | 243       |  | 244            |  |
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| 266                    |  | 267                          |  | 268          |  | 269          |  | 270  |  | 271       |  | 272            |  |
| 273                    |  | 274                          |  | 275          |  | 276          |  | 277  |  | 278       |  | 279            |  |
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| 364                    |  | 365                          |  | 366          |  | 367          |  | 368  |  | 369       |  | 370            |  |
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| 385                    |  | 386                          |  | 387          |  | 388          |  | 389  |  | 390       |  | 391            |  |
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| 483                    |  | 484                          |  | 485          |  | 486          |  | 487  |  | 488       |  | 489            |  |
| 490                    |  | 491                          |  | 492          |  | 493          |  | 494  |  | 495       |  | 496            |  |
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| 511                    |  | 512                          |  | 513          |  | 514          |  | 515  |  | 516       |  | 517            |  |
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| 532                    |  | 533                          |  | 534          |  | 535          |  | 536  |  | 537       |  | 538            |  |
| 539                    |  | 540                          |  | 541          |  | 542          |  | 543  |  | 544       |  | 545            |  |
| 546                    |  | 547                          |  | 548          |  | 549          |  | 550  |  | 551       |  | 552            |  |
| 553                    |  | 554                          |  | 555          |  | 556          |  | 557  |  | 558       |  | 559            |  |
| 560                    |  | 561                          |  | 562          |  | 563          |  | 564  |  | 565       |  | 566            |  |
| 567                    |  | 568                          |  | 569          |  | 570          |  | 571  |  | 572       |  | 573            |  |
| 574                    |  | 575                          |  | 576          |  | 577          |  | 578  |  | 579       |  | 580            |  |
| 581                    |  | 582                          |  | 583          |  | 584          |  | 585  |  | 586       |  | 587            |  |
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| 602                    |  | 603                          |  | 604          |  | 605          |  | 606  |  | 607       |  | 608            |  |
| 609                    |  | 610                          |  | 611          |  | 612          |  | 613  |  | 614       |  | 615            |  |
| 616                    |  | 617                          |  | 618          |  | 619          |  | 620  |  | 621       |  | 622            |  |
| 623                    |  | 624                          |  | 625          |  | 626          |  | 627  |  | 628       |  | 629            |  |
| 630                    |  | 631                          |  | 632          |  | 633          |  | 634  |  | 635       |  | 636            |  |
| 637                    |  | 638                          |  | 639          |  | 640          |  | 641  |  | 642       |  | 643            |  |
| 644                    |  | 645                          |  | 646          |  | 647          |  | 648  |  | 649       |  | 650            |  |
| 651                    |  | 652                          |  | 653          |  | 654          |  | 655  |  | 656       |  | 657            |  |
| 658                    |  | 659                          |  | 660          |  | 661          |  | 662  |  | 663       |  | 664            |  |
| 665                    |  | 666                          |  | 667          |  | 668          |  | 669  |  | 670       |  | 671            |  |
| 672                    |  | 673                          |  | 674          |  | 675          |  | 676  |  | 677       |  | 678            |  |
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| 686                    |  | 687                          |  | 688          |  | 689          |  | 690  |  | 691       |  | 692            |  |
| 693                    |  | 694                          |  | 695          |  | 696          |  | 697  |  | 698       |  | 699            |  |
| 700                    |  | 701                          |  | 702          |  | 703          |  | 704  |  | 705       |  | 706            |  |
| 707                    |  | 708                          |  | 709          |  | 710          |  | 711  |  | 712       |  | 713            |  |
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| 721                    |  | 722                          |  | 723          |  | 724          |  | 725  |  | 726       |  | 727            |  |
| 728                    |  | 729                          |  | 730          |  | 731          |  | 732  |  | 733       |  | 734            |  |
| 735                    |  | 736                          |  | 737          |  | 738          |  | 739  |  | 740       |  | 741            |  |
| 742                    |  | 743                          |  | 744          |  | 745          |  | 746  |  | 747       |  | 748            |  |
| 749                    |  | 750                          |  | 751          |  | 752          |  | 753  |  | 754       |  | 755            |  |
| 756                    |  | 757                          |  | 758          |  | 759          |  | 760  |  | 761       |  | 762            |  |
| 763                    |  | 764                          |  | 765          |  | 766          |  | 767  |  | 768       |  | 769            |  |
| 770                    |  | 771                          |  | 772          |  | 773          |  | 774  |  | 775       |  | 776            |  |
| 777                    |  | 778                          |  | 779          |  | 780          |  | 781  |  | 782       |  | 783            |  |
| 784                    |  | 785                          |  | 786          |  | 787          |  | 788  |  | 789       |  | 790            |  |
| 791                    |  | 792                          |  | 793          |  | 794          |  | 795  |  | 796       |  | 797            |  |
| 798                    |  | 799                          |  | 800          |  | 801          |  | 802  |  | 803       |  | 804            |  |
| 805                    |  | 806                          |  | 807          |  | 808          |  | 809  |  | 810       |  | 811            |  |
| 812                    |  | 813                          |  | 814          |  | 815          |  | 816  |  | 817       |  | 818            |  |
| 819                    |  | 820                          |  | 821          |  | 822          |  | 823  |  | 824       |  | 825            |  |
| 826                    |  | 827                          |  | 828          |  | 829          |  | 830  |  | 831       |  | 832            |  |
| 833                    |  | 834                          |  | 835          |  | 836          |  | 837  |  | 838       |  | 839            |  |
| 840                    |  | 841                          |  | 842          |  | 843          |  | 844  |  | 845       |  | 846            |  |
| 847                    |  | 848                          |  | 849          |  | 850          |  |      |  |           |  |                |  |



# Navy Rights & Benefits

Support Activity (PSA), are being established by a designated major claimant in each area, e.g., CINCLANTFLT in Norfolk, CNET in Great Lakes, and so on.

Personnel Support Detachments (PSDs) or Branch Offices (PSBOs) are being established in areas of military concentration and these facilities will maintain pay and personnel records and handle pay, personnel and passenger transportation services. Additionally, each PSD/PSBO will be responsible to the needs and requests of the commands they serve.

Since Navywide PASS implementation was authorized, a PASS office has been established in Jacksonville, Fla. and, by the summer of 1979, offices are expected to be established in Orlando, Fla.; Pensacola, Fla.; San Francisco; Newport, R.I.; New Orleans; and Hawaii. The goal is to have all shore activities Navywide supported by a PASS network by March 1980.

Phase I affects only shore activities and shore-based components of certain

other units. A shore-based unit with an "emergency deploy" mission may be provided individuals with pay and personnel record keeping experience from local PSDs/PSBOs on a temporary duty basis during deployment periods. When the unit returns, the TEMADD personnel and records will be returned to the PSD/PSBO.

PASS Phase II provides for the development of an automated field pay, personnel and transportation reporting system (to replace the current manual system). It will provide pertinent information to field commanders and personnel managers through the newly consolidated PASS offices network. The automated system will link all field activities with the Navy Military Personnel Command in Washington, D.C., and the Navy Finance Center in Cleveland though the use of remote terminals and mini-computers in the field.

The long range goal of Phase III is full integration of the pay and personnel functions for efficient service to Navy people and for more timely and accu-

rate accounting of the pay and personnel functions.

Following full implementation of Phases I and II, it is intended that the following expanded services will be available to Navy members, to local commands and to the headquarters:

1. Prompt, efficient and courteous service at customer service units of PSDs and PSBOs.
2. One-stop pay, personnel and passenger transportation service at convenient, geographical locations.
3. Concentration of highly qualified personnel at PSDs/PSBOs to provide technical expertise in pay, personnel and passenger transportation matters.
4. Accurate maintenance of field services, pay and other personnel records.
5. Improved source data preparation for input to the Manpower and Personnel Management and Information System (MAPMIS), and JUMPS.
6. Accurate and timely management information to commands and activities to enable effective management of assigned personnel.
7. An accurate and identical pay/personnel record in the field and at headquarters.

When PASS is fully implemented, the vast majority of Navy people will be within easy walking distance of their PSDs/PSBOs. Additionally, with pay, personnel and passenger transportation functions all at the same location, less time will be lost from work for the purpose of handling pay/personnel record matters.

Functions not strictly related to pay or personnel record maintenance and reporting—such as performance evaluations, leave, manpower authorizations, non-judicial punishments, etc.—will remain with individual commands. Sufficient clerical personnel will remain at each command to adequately support "residual functions."

In the not too distant future, PASS will be expanded to include afloat units. The shipboard version of PASS will be supported by the Shipboard Non-Tactical ADP Program planned for FY-1984. ↓



# Military Monthly Basic Pay Effective Oct. 1, 1978

## YEARS OF SERVICE

### PAY UNDER

| GRADE | 2 | 3 | 4 | 6 | 8 | 10 | 12 | 14 | 16 | 18 | 20 | 22 | 26 |
|-------|---|---|---|---|---|----|----|----|----|----|----|----|----|
|-------|---|---|---|---|---|----|----|----|----|----|----|----|----|

### COMMISSIONED OFFICERS

|      |         |         |         |         |         |         |         |         |          |          |          |          |          |
|------|---------|---------|---------|---------|---------|---------|---------|---------|----------|----------|----------|----------|----------|
| 0-10 | 3298.20 | 3414.30 | 3414.30 | 3414.30 | 3414.30 | 3545.10 | 3816.90 | 3816.90 | 4089.90* | 4089.90* | 4363.50* | 4363.50* | 4635.60* |
| 0-9  | 2923.20 | 3000.00 | 3063.60 | 3063.60 | 3141.90 | 3141.90 | 3272.10 | 3272.10 | 3545.10  | 3545.10  | 3816.90  | 3816.90  | 4089.90* |
| 0-8  | 2647.50 | 2727.00 | 2791.80 | 2791.80 | 3000.00 | 3000.00 | 3141.90 | 3141.90 | 3272.10  | 3272.10  | 3545.10  | 3545.10  | 3687.30  |
| 0-7  | 2199.90 | 2349.60 | 2349.60 | 2349.60 | 2454.90 | 2454.90 | 2597.40 | 2597.40 | 3000.00  | 3000.00  | 3206.10  | 3206.10  | 3206.10  |
| 0-6  | 1630.50 | 1791.90 | 1908.60 | 1908.60 | 1908.60 | 1908.60 | 1908.60 | 1908.60 | 2286.00  | 2286.00  | 2403.00  | 2403.00  | 2817.00  |
| 0-5  | 1304.40 | 1531.80 | 1637.40 | 1637.40 | 1637.40 | 1637.40 | 1637.40 | 1637.40 | 2038.50  | 2038.50  | 2155.80  | 2155.80  | 2298.30  |
| 0-4  | 1099.50 | 1338.30 | 1428.00 | 1428.00 | 1454.10 | 1518.90 | 1622.10 | 1713.60 | 1869.90  | 1869.90  | 1922.10  | 1922.10  | 1922.10  |
| 0-3  | 1021.80 | 1142.10 | 1220.70 | 1350.90 | 1415.40 | 1466.70 | 1545.30 | 1622.10 | 1662.00  | 1662.00  | 1662.00  | 1662.00  | 1662.00  |
| 0-2  | 890.70  | 972.90  | 1168.80 | 1208.10 | 1233.00 | 1233.00 | 1233.00 | 1233.00 | 1233.00  | 1233.00  | 1233.00  | 1233.00  | 1233.00  |
| 0-1  | 773.10  | 804.90  | 972.90  | 972.90  | 972.90  | 972.90  | 972.90  | 972.90  | 972.90   | 972.90   | 972.90   | 972.90   | 972.90   |

### COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE SERVICE AS ENLISTED MEMBERS

|     |    |    |    |         |         |         |         |         |         |         |         |         |         |
|-----|----|----|----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 0-3 | 0. | 0. | 0. | 1350.90 | 1415.40 | 1466.70 | 1545.30 | 1622.10 | 1687.20 | 1687.20 | 1687.20 | 1687.20 | 1687.20 |
| 0-2 | 0. | 0. | 0. | 1208.10 | 1233.00 | 1272.30 | 1338.30 | 1389.90 | 1428.00 | 1428.00 | 1428.00 | 1428.00 | 1428.00 |
| 0-1 | 0. | 0. | 0. | 972.90  | 1039.20 | 1077.60 | 1116.60 | 1155.60 | 1208.10 | 1208.10 | 1208.10 | 1208.10 | 1208.10 |

### WARRANT OFFICERS

|     |         |         |         |         |         |         |         |         |         |         |         |         |         |
|-----|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| W-4 | 1040.70 | 1116.60 | 1116.60 | 1142.10 | 1194.30 | 1246.80 | 1299.00 | 1389.90 | 1454.10 | 1505.70 | 1545.30 | 1596.00 | 1649.40 |
| W-3 | 946.20  | 1026.30 | 1026.30 | 1039.20 | 1051.50 | 1128.30 | 1194.30 | 1233.00 | 1272.30 | 1310.40 | 1350.90 | 1403.10 | 1454.10 |
| W-2 | 828.60  | 896.10  | 896.10  | 922.20  | 972.90  | 1026.30 | 1065.00 | 1104.00 | 1142.10 | 1182.00 | 1220.70 | 1259.40 | 1310.40 |
| W-1 | 690.30  | 791.70  | 791.70  | 857.40  | 896.10  | 934.80  | 972.90  | 1013.10 | 1051.50 | 1090.20 | 1128.30 | 1168.80 | 1168.80 |

### ENLISTED MEMBERS

|     |        |        |        |        |        |        |         |         |         |         |         |         |         |
|-----|--------|--------|--------|--------|--------|--------|---------|---------|---------|---------|---------|---------|---------|
| E-9 | 0.     | 0.     | 0.     | 0.     | 0.     | 0.     | 1182.30 | 1209.30 | 1236.90 | 1265.40 | 1293.30 | 1318.50 | 1388.10 |
| E-8 | 0.     | 0.     | 0.     | 0.     | 0.     | 0.     | 992.10  | 1019.70 | 1047.00 | 1102.50 | 1128.00 | 1155.90 | 1223.70 |
| E-7 | 692.70 | 747.60 | 775.50 | 802.20 | 830.10 | 856.20 | 883.50  | 911.10  | 952.20  | 979.20  | 1006.80 | 1019.70 | 1088.40 |
| E-6 | 598.20 | 652.20 | 679.50 | 708.00 | 734.40 | 761.40 | 789.30  | 830.10  | 856.20  | 883.50  | 897.00  | 897.00  | 897.00  |
| E-5 | 525.30 | 571.50 | 599.40 | 625.50 | 666.30 | 693.60 | 721.20  | 747.60  | 761.40  | 761.40  | 761.40  | 761.40  | 761.40  |
| E-4 | 504.90 | 533.10 | 564.30 | 608.40 | 632.40 | 632.40 | 632.40  | 632.40  | 632.40  | 632.40  | 632.40  | 632.40  | 632.40  |
| E-3 | 485.40 | 512.10 | 532.80 | 553.80 | 553.80 | 553.80 | 553.80  | 553.80  | 553.80  | 553.80  | 553.80  | 553.80  | 553.80  |
| E-2 | 467.40 | 467.40 | 467.40 | 467.40 | 467.40 | 467.40 | 467.40  | 467.40  | 467.40  | 467.40  | 467.40  | 467.40  | 467.40  |
| E-1 | 419.40 | 419.40 | 419.40 | 419.40 | 419.40 | 419.40 | 419.40  | 419.40  | 419.40  | 419.40  | 419.40  | 419.40  | 419.40  |

While serving as Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, or Commandant of the Marine Corps, basic pay for this grade is \$5,114.70 regardless of cumulative years of service (see \* below).

\*Basic pay is limited to \$3,958.20 by Level V of the Executive Schedule.

Highest Enlisted Rank: While serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy, Chief Master Sergeant of the Air Force, or Sergeant Major of the Marine Corps, basic pay for this grade is \$1,851.00 regardless of the cumulative years of service.



# Mail Buoy

## Rights and Benefits

SIR: I have recently reviewed the article, "Medical and Health Care," in the January 1979 issue of *All Hands*. My compliments to the editorial and management staff of *All Hands*, both for the quality and timeliness of their excellent article. I would heartily encourage that the article become mandatory reading by each active duty officer and enlisted person.

We in OCHAMPUS believe that the key to greater acceptance of the CHAMPUS program lies in an improved beneficiary information and educational program. Toward this end, considerable effort is currently ongoing toward better beneficiary information and education at the OCHAMPUS, ASD and Military Departments level. A joint OCHAMPUS/Surgeons General Health Benefits Advisors Workshops concept has been established. The main thrust is aimed at insuring that there is a person at each Military Medical Activity who is knowledgeable in both the Direct Care System program benefits and CHAMPUS, and can provide that timely transition when it becomes necessary to refer a patient to the civilian sector for care. Accurate and timely information is vital to the patient at this point.

Additionally, a CHAMPUS handbook is

currently being distributed through the Military Departments by individual mailings to the retired community, and a bulk distribution to the CHAMPUS Fiscal Intermediary community aimed at a saturated distribution for each eligible beneficiary. An ongoing "CHAMPUS Information Committee" consisting of representatives from ASD(HA), ASD(PA), OCHAMPUS and the Offices of the Surgeons General is studying ways and means to further enhance the beneficiary information/education program as a coordinated effort between the Uniformed Services Health Benefit Program and OCHAMPUS.—CAPT M.F. Tanner, MSC.

## Patron Saint of Seamen

SIR: I am curious about your designation of St. Nicholas (January *All Hands*) as the "patron saint of seamen," because I have always been under the impression that the patron saint or guardian of sailors was St. Elmo. I have had a look at *The Oxford Companion to Ships and the Sea* (LCDR Peter Kemp, RN, Ed.) in the entry relating to St. Elmo's fire and found the following:

"The name St. Elmo is by some believed to be a corruption of St. Erasmus, a martyr of c. 303 and a patron saint of Mediterranean sailors...St. Elmo's fire was regarded by most superstitious seaman as a good omen..."

Commander Kemp goes on to say that St. Elmo's fire was not universally regarded as a good omen, and indeed some sailors would not look directly at it for fear of dying within the ensuing day. It has always been my impression that this phenomenon was regarded as benevolent and that St. Elmo was the guardian or patron of mariners. Am I incorrect?—LCDR Alexander G. Monroe, USNR.

• *No, after checking a number of references listing patron saints, we give the honor of being Patron Saint of Seamen to St. Elmo, just as you did. All of our research led to either St. Elmo or St. Brendan, the Navigator.—ED.*

## Reunions

• *USS Philippine Sea (CVA 47)*—Reunion Oct. 19, 1979, in Jacksonville, Fla. Contact A.G. LeBaron, Box 668, Moulton, Ala. 35650.

• *Fraternal Order UDT/SEAL, Inc.*—Reunion July 20-22, 1979, in Little Creek, Va. Contact R.P. Clark, 3540 Hilber St., Virginia Beach, Va. 23452.

• *USS ABSD 1*—8th reunion July 27-29, 1979, in San Antonio, Texas. Contact C.E. Patterson Jr., 10355 Chevy Chase Circle, Houston, Texas 77042.

• *USS Norton Sound (AV 11)*—8th reunion Aug. 2-5, 1979, in Port Hueneme, Calif. Contact USS Norton Sound Association, P.O. Box 487, Port Hueneme, Calif. 93041.

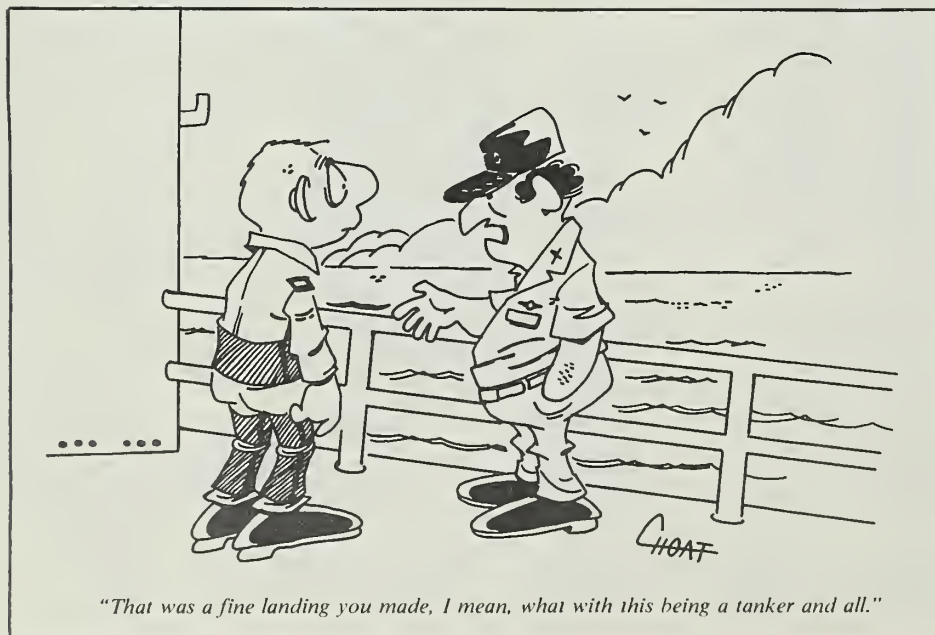
• *USS Sabine (AO 25)*—Reunion July 5-7, 1979, in Helena, Mont. Contact Richard E. Fahler, Star City, Ind. 46985.

• *USS Vincennes (CA 44/CL 64)*—Reunion Aug. 7-9, 1979, in Vincennes, Ind. Contact Peter H. Capp, 1014 Augusta St., Elizabeth, N.J. 07201.

• *USS The Sullivans (DD 537)*—8th reunion Aug. 10-12, 1979, in Buffalo, N.Y. Contact Robert R. Sander, 325 Thatcher Ave., River Forest, Ill. 60305.

• *USS Enmons (DD 457/DMS 22)*—Possible reunion for former shipmates. Contact David Jensen, 87 26 259 St., Floral Park, N.Y. 11001.

• *USS Los Angeles (CA 135)*—Reunion June 21-24, 1979, in San Jose, Calif. Contact L.A. Harris, 1107 2nd Avenue, #613, Redwood City, Calif. 94063.



"That was a fine landing you made, I mean, what with this being a tanker and all."

# Stern Shots

Here's a chance for weekend sailors and readers of sea stories to test their knowledge of a sailing ship's sail plan. Try to match the numbered sails with those listed below.

- \_\_\_\_\_ Fore topmast staysail
- \_\_\_\_\_ Main topgallant sail
- \_\_\_\_\_ Ringtail
- \_\_\_\_\_ Main staysail
- \_\_\_\_\_ Main topmast studding sail
- \_\_\_\_\_ Forecourse
- \_\_\_\_\_ Main topgallant staysail
- \_\_\_\_\_ Flying jib
- \_\_\_\_\_ Mizzen topsail
- \_\_\_\_\_ Spritsail
- \_\_\_\_\_ Main course
- \_\_\_\_\_ Main topmast staysail
- \_\_\_\_\_ Fore topgallant sail
- \_\_\_\_\_ Middle staysail
- \_\_\_\_\_ Jib
- \_\_\_\_\_ Main studding sail



- \_\_\_\_\_ Fore topsail
- \_\_\_\_\_ Driver
- \_\_\_\_\_ Main topsail
- \_\_\_\_\_ Main topgallant studding sail

ANSWERS: 1—flying jib; 2—jib; 3—fore jib; 4—spritsail; 5—fore topgallant sail; 6—fore topsail; 7—forecourse; 8—main topgallant staysail; 9—middle staysail; 10—main topmast staysail; 11—main staysail; 12—main topgallant sail; 13—main topmast studding sail; 14—main course; 15—main topgallant studding sail; 16—main topmast studding sail; 17—main studding sail; 18—mizzen topsail; 19—driver; and 20—ringtail.

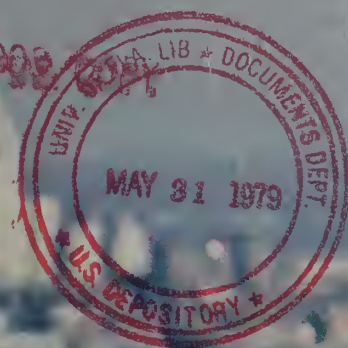




They 'Run' on Pride • see page 32

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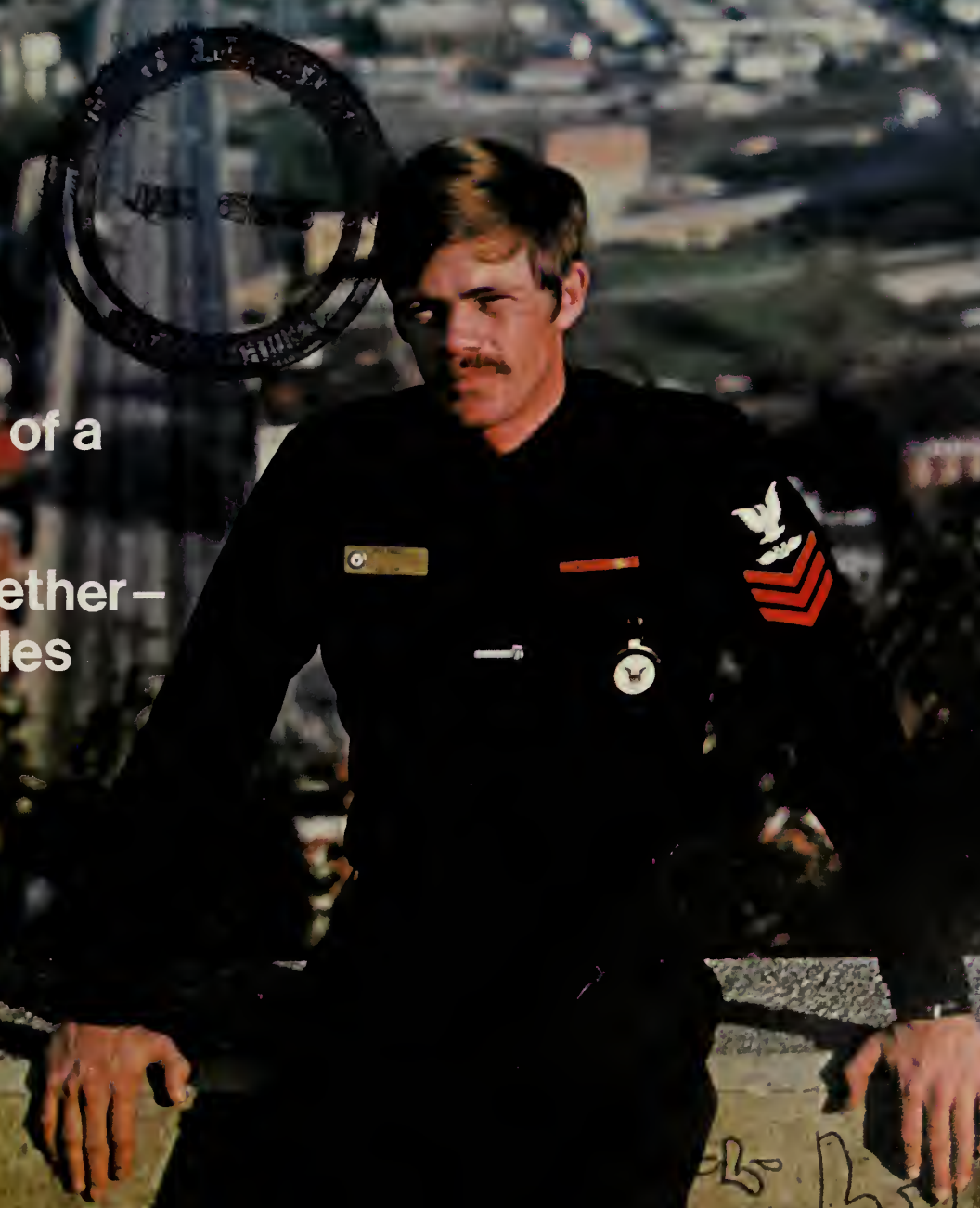


# ALL HANDS

JUNE 1979

The Making of a  
Recruiter

Serving Together—  
Navy Couples



357.05  
A416





*First Lady Rosalynn Carter welds her initials into the keel of the Trident submarine Georgia at the Groton (Conn.) shipyard of Electric Boat, following the April launching of the first Trident, Ohio (SSBN 726). Ohio was christened by Mrs. Annie Glenn, wife of Ohio Senator John Glenn. (Photo by PH2 Doug Tesner.)*



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# ALL HANDS

MAGAZINE OF THE U.S. NAVY — 56th YEAR OF PUBLICATION  
JUNE 1979 NUMBER 749

Chief of Naval Operations: ADM Thomas B. Hayward  
Chief of Information: RADM David M. Cooney  
OIC Navy Internal Relations Act.: LCDR E. A. Sharp

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Seventh in a series on Rights and Benefits

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Front and Back: ABH1 Jack Eagle is deep into his work as a Navy Recruiter in Western Hills, Ohio, a suburb of Cincinnati. The journey from sea duty to recruiting was a long, sometimes difficult one for Eagle but it was worth it. See his story beginning on page 20. Both photos by JO1 Jerry Atchison.

Staff: Editor: John F. Coleman; News Editor: Joanne E. Dumene  
Associates: Richard Hosier (Layout); Michael Tuffli (Art); Edward Jenkins, JO1(SS) Pete Sundberg (Research); and Elaine McNeil (Editorial Assistant)

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Phone: (202) 325-0495; AUTOVON 221-0495.  
Message: NAVINRELACT WASHINGTON DC (PASS TO *ALL HANDS*)



# Currents

## Chief Quartermaster Wins First Neptune Award



When Hubert T. Coleman made his first patrol in USS *Patrick Henry* (SSBN 599) in 1962, he had no idea he would one day receive an award for the individual on active duty with the most strategic submarine patrols. QMC(SS) Coleman, who is presently stationed at Submarine School, New London, Conn., will become the first recipient of the Neptune Award presented by the Deputy Chief of Naval Operations for Submarine Warfare for the most SSBN patrols completed — 23. “Twenty-three is a pretty healthy number,” he agreed. “I never started out to set any records in the first place.” Chief Coleman, who edged out EMCM(SS) E. G. Kite because his record-setting 23rd patrol had the earliest completion date, has served on five different submarines during his 18-year career. He feels life aboard a submarine is something special. “Every boat is an individual,” he said. “The closeness of the crew is what makes life aboard a submarine a little better. I’d recommend it to anybody.” Chief Coleman sees more specialization among the men who wear the Dolphins in today’s Navy. He said there is more emphasis on qualifying in rate than in the past. Chief Coleman readily admits he’s a little partial towards submarines. “If I had to do it over again, I’d probably do the same thing,” he said. “As far as type of command, I think a submarine is probably the best.”

## New Officer, CPO Uniforms, Half Boots for Women

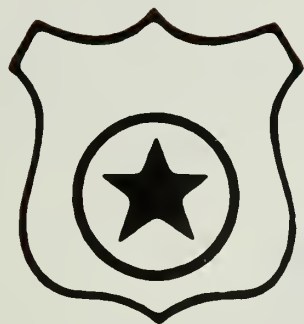
Four new uniform items including a soft shoulder board option and summer blue for male officers, service dress white for E-7–E-9, and half boots for women were announced in NAVOP 43/79. The new summer blue uniform for male officers is effective immediately but must be prescribed by local competent authority. It consists of a short sleeve summer white shirt, hard shoulder boards and service dress blue trousers. The other three items are effective when announced after supplies become available. Male officers will be authorized to wear a long sleeve white shirt with soft shoulder boards and tie as an option with the service dress blue uniform. The purpose of this change is to permit display of rank insignia when the coat is removed. The new service dress white uniform for male and female master chief, senior chief, and chief petty officers will be identical to officer service dress whites except for the insignia which will be a sleeve rating badge. This uniform will be optional for two years before it becomes required. A plain black half boot with heel will be optional for women to wear with the slacks option of summer blue, winter blue, winter working blue, service dress blue and khaki.

## Changes in Assignment Policy for Married Couples on Sea Duty



A new assignment policy has been instituted to alleviate the problems resulting from the simultaneous assignment of married Navy couples to sea duty. If a husband and wife are both in the Navy, have no dependents, and are assigned to shipboard duty at the same time, they are not eligible for BAQ under present law. Under the new policy, Navy members married to Navy members, who are without legal dependents, will not be assigned to shipboard duty at the same time unless they volunteer. They must then acknowledge in writing their awareness of loss of BAQ. Husbands and wives now assigned to shipboard duty must volunteer in writing to continue their present assignments, or one will be reassigned. The policy will also apply to those who marry subsequent to assignment to sea duty. It does not apply to members who are only planning to be married by the time they rotate to sea duty.

## New Physical Security LDO/Warrant Program



New physical security designators for limited duty officers and warrant officers have been announced by the Bureau of Naval Personnel. The designators were established to place added emphasis on the Navy's Physical Security and Law Enforcement Program and to provide upward mobility for the master-at-arms (MA) rating. The MA rating was established in 1973. It has now developed sufficiently to support a path to LDO and warrant officer. Billets have been identified that require the new categories for full-time duties in physical security and law enforcement. At present, officers of various specialties are assigned to law enforcement duty on a temporary basis. Billets selected for the new LDO and warrant communities will be phased in over a period of years to allow for growth at a programmed rate. The first members of the new communities will be selected in FY 81.

## Soviet Springex 79 Stresses ASW



Anti-submarine warfare has been emphasized by the Soviet Navy during Springex 79, a large scale Soviet naval exercise being conducted in the North Atlantic and Norwegian Sea. The annual spring exercise has taken place in three distinct ocean areas and is similar in size and scenario to other Soviet naval exercises of recent years. At least 24 Soviet surface ships including the aircraft carrier *Kiev*, numerous nuclear-powered and conventionally powered submarines; and reconnaissance and strike aircraft from the Mediterranean, the Soviet Northern Fleet, and the Baltic Fleet have taken part in the exercise. In addition to reconnaissance and simulated strike missions conducted in the Norwegian Sea and North Atlantic, Soviet aircraft have operated out of the Soviet Union, Cuba, Angola, and Aden. Although the emphasis in Springex 79 has been on anti-submarine warfare, anti-shipping and area defense operations have also been conducted.



## Nuclear-power Trained JOs Actively Sought

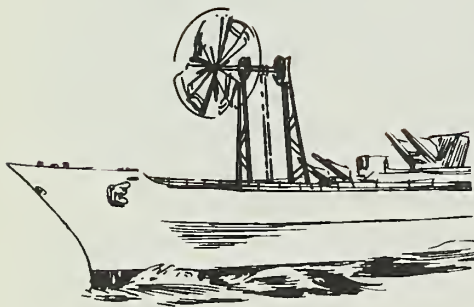


NAVOP 39/79 put out the word. The Navy is looking for junior officers to fill an increasing number of billets aboard nuclear-powered surface ships and submarines. With a vigorous nuclear fast-attack submarine building program underway, the new *Trident*-class fleet ballistic missile submarines, and nuclear-powered surface ships at sea or being built, the need has never been greater for trained junior officers to man those ships. Junior officer applicants from the following year groups are needed for nuclear ship manning:

- Year groups 74 through 78 for duty in the submarine nuclear fleet.
- Year groups 70 through 78 for duty in the surface nuclear fleet.

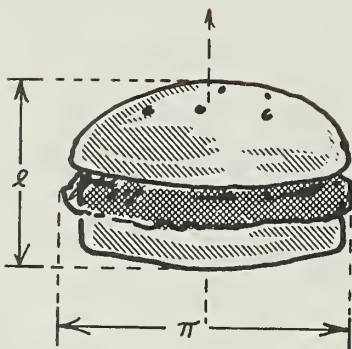
Eligible officers are encouraged to apply for nuclear-power training in accordance with BUPERSMAN Article 6610300.

## Navy Experiments With Windmills for Electric Power



It takes more than hot air to produce energy. But in at least one case, warm air — specifically, tropical trade winds blowing over the northeast shore of Oahu, Hawaii — can be harnessed to produce usable electric power. Under the supervision of the Navy's Civil Engineering Laboratory (CEL), a windmill with a 25-foot diameter propeller was recently erected at the Marine Corps Air Station, Kaneohe Bay. The system is designed to produce 20,000 watts of power when winds are 25 knots or more. The installation generates direct current which can be converted to alternating current for use by most equipment. CEL, which is overseeing the Navy's Wind Energy Program, has a goal of reducing energy costs of shore facilities — especially those at remote locations — by \$10 million annually. The Navy will ultimately test all types of wind energy developed by civilian industry and the Department of Energy. In addition to the Kaneohe Windmill which will be in place about a year, the Navy is experimenting with wind generator systems at Port Hueneme and San Francisco, Calif., and San Nicholas Island, off the California Coast.

## Soy-burgers? Extended Ground Beef Being Tested



If you add soy protein to ground beef, form it into a patty and cook it, you will have something that looks like a hamburger, tastes like hamburger, yet is less fattening and saves the U.S. Government \$6.2 million annually. And that's just what the Department of Defense has ordered in a move to offset the effect of spiraling beef prices. The Navy, along with the other services, will take part in an evaluation to determine if use of a 20 percent soy extended product in recipes calling for bulk ground beef will work on a large scale. The Defense Department FMOD Planning Board approved the concept after reviewing encouraging results from test of the new product at selected dining facilities. First delivery of the soy-extended ground beef is expected at dining facilities sometime in June. Soy-extended ground beef patties will be available on an optional basis. Since DOD buys about 28 million pounds of bulk ground beef each year, the action could save \$6.2 million. Use of the soy protein to supplement ground beef does not result in a loss of nutritional value of the product. After an extensive evaluation of soy protein products through the end of this year, a final decision will be made on whether to continue the program.

## In Brief...

**Reenlistment Terms . . .** Effective immediately, the minimum terms of reenlistment are modified to allow two- and three-year contracts. The minimum length of an unconditional agreement to extend is reduced to 24 months. NAVOP 35/79 explains the change.

**Guard III Program . . .** Phase II of the Guard III program will begin on Aug. 1, 1979, rather than Oct. 1 as previously announced. Accordingly, all E-4 through E-9 personnel (and certain eligible E-3s) with less than 25 years' active military service whose EAOS is Aug. 1, 1979, or after are included in the Guard III program. More information is in NAVOP 37/79, or see your career counselor.



**Subspecialty Board Reminder . . .** Unrestricted line officers in the grades of captain, commander and lieutenant commander with significant experience in the field of financial management and applied logic are reminded that June 15 is the deadline for receipt of applications for the plans and programs subspecialty board. Officers not currently coded in one of these education or skill fields who consider themselves qualified for subspecialty coding through experience should forward applications to the Chief of Naval Personnel (NMPC-462/PERS-402).

**DOD 'Hotline' . . .** The Department of Defense announced that a toll-free telephone number (800-424-9098) will be available for 30 days starting April 2 for individuals who wish to report suspected instances of fraud or waste in DOD transactions with the General Services Administration. Washington, D.C. area callers can use the local number 693-5080. Authorized callers may use AUTOVON 223-5080.

**SECNAV EEO Plan . . .** The first phase of the Secretary of the Navy's Equal Employment Opportunity Affirmative Action Plan, approved March 27, is designed to increase significantly the participation of military civilian managers in improving the EEO environment of the Navy. ALNAV 32/79 reviews the secretary's commitment.

**Reeves Hits 10 of 11 . . .** USS *Reeves* (CG 24) claimed a fleet record recently by recording 10 evaluated hits out of 11 missile firings conducted against drone targets at the Pacific Missile Range Facility, Barking Sands, Kauai, Hawaii. *Reeves'* missile firings came at the end of a five-week combat system ship qualification trial, which included extensive systems analysis, training and final certification.





# Sharing Life... on



AT3 Robert Wolf and ADAR Krystal Wolf, members of the Memphis-based flying rifles drill team, step into a new life as job-sharing couples.

# and off the job

The idea that men are the sole breadwinners and women are bound to the role of homemaker is now archaic, old-fashioned, and socially unacceptable to many people. Both spouses working to support a family is not unusual. However, the situation where couples work within the same profession, and often together is still uncommon.

In this class of working couples with shared careers are 1,835 married Navy couples. Needless to say, a Navy career is unique when compared to the professions of civilian job-sharing couples. Despite particular demands placed upon Navy couples and pessimistic talk that a military occupation can destroy a marriage, a growing number of couples are discovering that sharing a Navy career is a viable way of life.

The couples say that advantages of dual careers in the Navy are many, including military benefits, a double income and job security.

But the arguments against shared

careers are also voiced. Some couples worry about the possibility of morale problems, the interference of personal with professional lives, and the fear of extended separations. Following are some examples of shared lives in the Navy.

★ ★ ★

In their Navy career roles, Dr. and Mrs. Wilson are known as Captain David Q. Wilson, Medical Corps, and Lieutenant Mary Ann Renfro, Medical Service Corps. Both are assigned to Naval Regional Medical Center, Oakland, Calif.—he is the Regional Health Care Coordinator and she is the assistant head of Physical Therapy.

The couple met and married while both were staff members serving at the National Naval Medical Center, Bethesda, Md.

"This staff relationship could have caused a problem, I suppose," the doctor said. "But we worked it out with

Mary Ann reporting to the Chief Therapist. There was no serious interference with the functions of the department or resentment among other staff members. Neither one of us would trade on our relationship in any way," he emphasized.

The couple's four children bear the surname of Renfro-Wilson. LT Renfro said she retains her maiden name for professional reasons, to avoid losing her personal identity.

"I also feel that it is very important not to be known as *the captain's wife*," she added.

Some might think that raising a family while working full time is a drawback for career-oriented couples, but LT Renfro doesn't agree.

"In our case, it has proven to be an advantage. When I work nights, David is with the children, which is good for them. He willingly shares the responsibilities of maintaining the home," she explained. "If I clean the house, he does the laundry; if he cooks, I do the dishes. We try to include the children when they want to help—it may take longer to complete a task, but it's important to them."

The doctor believes that another advantage of job sharing is the strength it adds to their marriage.

"We have more in common than in the traditional civilian marriage of breadwinner and homemaker," he said. "We have common goals and get more satisfaction in getting things done together."

★ ★ ★

Although most couples are satisfied with their lot, they do agree that there is one obvious disadvantage to their military life—separate duty stations.

*Lieutenant Mary Ann Renfro retains her maiden name for professional purposes and to avoid losing her personal identity. "I also feel that it is very important not to be known as the captain's wife."—LT Mary Ann Renfro (Photo by HMC Steven L. Spring)*





# Sharing Life...on and off the job



*"We both understand that we go where the Navy wants and that we have to work within the system to accomplish what needs to be done"—YNI Lydia Hughes (Photo by JO2 Lon Cabot)*

Separation took on greater meaning for married couples last October when a change to federal law made women eligible for sea duty—a part of Navy life hitherto reserved for men.

Everyone had to adjust and for Chief Cryptologic Technician (Administration) Michael Hughes and wife Yeoman First Class Lydia, it meant making sea duty a family concern. Michael is assigned to the amphibious command ship USS *Mount Whitney* (LCC 20) and Lydia is serving aboard the repair ship USS *Vulcan* (AR 5).

The Hugheses say that their unusual circumstances create some difficulties, but agree that their common sea duty also has its benefits.

"Lydia's assignment to the *Vulcan* means she'll be able to serve her sea tour here in Norfolk," said Michael. "If she wasn't assigned to a ship, she'd either be stationed overseas or, possibly, at an isolated shore station."

*"When my wife comes up for sea duty, the best the Navy can do is station us in the same port—but we'd be on different ships"—QM2 Ron Andrus*

The couple haven't encountered any problems they couldn't solve, but admit they spend more time planning their lives and making sure they have a suitable guardian for their son when both ships are at sea. This has happened in the past when their ships deployed for local operations.

"However, we both understand that we have to go where the Navy orders us and to work within the system to

accomplish what needs to be done," said Lydia. "So far, that's worked out just fine."

★★★

Yeoman Third Class Theresa Andrus works in the Fourth Naval District Judge Advocate's office in Philadelphia, but she'll soon be eligible for sea duty. Theresa's husband Ron, a quartermaster second class assigned to the Philadelphia-based Naval Reserve Force destroyer USS *Hawkins* (DD 873), is very concerned about her pending sea tour.

"When my wife puts in for sea duty," said Ron, "the best the Navy can do is station us in the same port, but we'd be on different ships—ships that may not be in port at the same time."

"Also, with both of us on sea duty, we wouldn't be eligible for basic allowance for quarters (BAQ) or base housing," continued Ron. "Consequently, we wouldn't be able to afford off-base housing and would have to live in the ships."

Ron added that he does not receive family separation allowance when he's deployed, no dislocation allowance for overseas unaccompanied tours, and, unlike military members married to civilians, he's ineligible for married, single or partial BAQ.

However, in spite of the financial







*"The detailers have been very good to us since we have been married"—LT Cheryl Frank  
(Photo by JO1 Gary L. Martin)*

inequities, the Andruses agreed that with their combined incomes they are still better off than most.

★★★

Although most separations are caused by ship deployments, geographic differences can also keep a couple apart.

Such is the case of Carol and John Zarbock. Carol, a yeoman first class, is assigned to the Protocol Office at Supreme Allied Commander Headquarters in Norfolk, while John, a chief boatswain's mate, is in Corpus Christi, Texas. They've been married only four months and haven't been together since their wedding. John, however, is hoping for orders to a ship in the Norfolk area.

The Zarbocks feel that this type of separation is very hard on a marriage; they both wish this problem could be alleviated. In spite of their separation, the Zarbocks share the same enthusiasm about job security, financial benefits and the professional achievements that the military offers.

★★★

After three years of married life, including active duty and transfers,

Supply Corps Lieutenants Dennis and Cheryl Frank have yet to be separated—a fact they attribute to excellent detailing.

Dennis is the control officer on board the Yokosuka-based combat stores ship USS *White Plains* (AFS 4) and Cheryl is the fiscal officer at the Naval Supply Depot in Yokosuka.

"The detailers have been very good to us since we have been married," Cheryl said. "When we came to Japan, the detailers helped. Dennis was due for transfer in November 1977, but I was scheduled for transfer in July," Cheryl added. "To coordinate our transfers, the detailer gave us the same projected rotation date and transferred us together."

The Franks believe that being in the same corps and having the same rank is an advantage. In addition, Dennis feels that being married to another supply corps officer is a professional benefit.

"For example," said Dennis, "with Cheryl working at NSD I've become acquainted with more supply people. In essence, these contacts alleviate many of the problems involved in getting the job done quickly."

Dennis added that discussing and solving professional problems is made easier because of their dual careers.

★★★

Aviation Electrician's Mate Second Class Chris Day and Yeoman Third Class Jahni Day are also impressed by the efforts and coordination shown by their detailers in getting them joint duty assignments.

*"We have to make the necessary sacrifices..."—  
AE2 Chris Day*





# Sharing Life...on and off the job

However, Chris, assigned to the Naval Air Station, Guantanamo Bay, Cuba, and Jahni, stationed at the Naval Station's administration office, haven't always been fortunate to have coinciding assignments.

"There was a time when we had to be separated because of our duties," said Chris. "We both had to maintain separate houses; it was difficult getting adjusted to that. And, it's difficult to readjust when you first get back together."



*"Since we're both part of the team, we go in together when something comes up"—HT3 Ralph Bonnin (Photo by Bruce Parker)*

"You become very independent," reflected Jahni. "Going through the separation, we realized that we have separate identities. After living independently, couples tend to respect each other's individuality more."

The Days agree that, while Navy life has a few bugs to be ironed out, the pros far outweigh the cons. They pointed out that, as a married military couple, they both receive single BAQ when assigned to shore duty in the States, and upon receipt of orders they are authorized to ship two households as well as two vehi-

cles to their next assigned duty station.

Although Chris has committed himself to a Navy career, Jahni says that there are still things to be taken into consideration.

"I want my own career and I like my present job," she said. "But, before I fully commit myself to a Navy career, there are things to be considered."

★★★

Ralph and Mary Bonnin share a career that not only keeps them closer together than most couples, but is uni-

bandry and recovering torpedoes used in test shots.

"Since we're both part of the team, we go in together when something comes up," said Ralph, a hull technician third class. "But we have a babysitter that we can call at anytime...it doesn't cause any problems."

Mary is undecided about making the Navy a career, but declared that if she doesn't reenlist, it isn't because she finds it difficult to cope with diving, marriage, family and the military. Ralph, on the other hand, definitely plans to continue his Navy career.

★★★

Aviation Electrician's Mate Second Class Richard Sherman and Yeoman Second Class Mary Sherman view themselves not only as a married couple, but also as Navy team.

"We think it's dynamite," said Sherman (as Richard prefers to be called). "When our civilian friends find out about our dual careers, we often spend hours talking about our jobs and how the Navy benefits our marriage."

Mary added that "it has enriched our marriage because we have a better insight into what the other is going through. I understand better than most civilian wives why he has to work overtime or get up at 4 a.m. on his day off because I've had to do it too."

Competition for rate is also part of the Shermans' careers. Sherman has one chance to make first class before Mary becomes eligible for advancement. "To encourage him," Mary said, "I tell him that I'm going to make it the first time around. I don't really care though because my main reason for wanting him to make it is for the added income," she continued. "Another reason—and all Navy couples have to face this—is that if the wife makes rate before her husband, he gets ribbed unmercifully at work. To me, however, it all goes into the same checkbook."

Although the Shermans face the same basic problems encountered by other military couples, they don't believe that Navy couples should be given preferential treatment. But, there are several things the Navy could do to make couples happier.

que among their counterparts—they're deep sea divers.

The Bonnins feel that being married and having a family has not hindered the effectiveness of their sometimes dangerous work. In fact, Mary continued to dive up to the sixth month of her pregnancy.

"That was a department first and they really didn't have any guidelines to follow," said Mary, an electrician's mate third class. "I found it awkward, but not dangerous, to dive that far along in my pregnancy."

As divers assigned to the Naval Station Roosevelt Roads, Puerto Rico, the Bonnins' work includes ship's hus-



divorce rate for military marriages was extremely high," Laurie recalled.

Dave is attached to VF-21 at NAS Miramar, Calif. When his squadron recently sent a detachment aboard the aircraft carrier USS *Ranger* (CV 61) based at NAS North Island, Dave volunteered so he could be near Laurie who works at North Island's Fleet Aviation Specialized Operational Training Group.

Despite the fact that they have to arrange their schedules around their jobs, the Ellises enjoy Navy life.

"We communicate, we're in control of our lives and we control the way the

*"...It's too easy to blame all your problems on the Navy, so we don't use that excuse."—AN David Ellis*

*"...it (job-sharing) has enriched our marriage because we have a better insight as to what the other is going through..."—YN2 Mary Sherman*

Both Shermans are TARS (Training and Administration of Reserves) assigned to the Naval Air Station at Alameda, Calif., and Mary would like to see Navy child care centers open seven days a week since TARS work on weekends. He believes it would be "great if detailers could be assigned to work with only inter-and intra-service married couples" to ensure that career-oriented men and women could be stationed together, regardless of branch of service.

The Shermans have learned much from their job-sharing marriage and advise military people contemplating marriage to discuss candidly their personal and career needs—treating those of the man and woman equally—*before* they commit themselves to each other and the Navy.

★★★

As Airman David Ellis and Training Devicesman Airman Laurie Ellis have discovered, discussing the pros and cons of a military life before marriage is important.

"We talked to a chaplain before we got married and he warned us of the pitfalls we might encounter and that the





# Sharing Life...on and off the job

Navy affects us," said Dave. "It's too easy to blame all your problems on the Navy so we don't use that excuse."

★★★

The advantages and disadvantages mentioned are those most commonly encountered by Navy couples, however, they are not inclusive. Every couple is unique, whether they're separated or together, coping with financial inequities or, in some cases, married to a member of another branch of the armed forces.

Regardless of their individual situations, most couples view marriage and the military from a mature standpoint. They accept the stipulations placed upon them by the nature of their profes-

sions and adjust their lifestyles accordingly—or they seek different careers.

With all things taken into consideration, it's evident that there are varying degrees of satisfaction connected to a dual military career. And, although it seems improbable that any husband/wife team could be in complete accord with Navy life, they do exist—Lee and Cristina Cochran are such a couple.

Lee is assigned to the Naval Reserve Readiness Command, Region Twenty, while Cristina works two buildings away at the Navy and Marine Corps Reserve Center on Treasure Island.

The couple—both yeoman second class (he a submariner) and TARS—

met, married, work, and live on the island in the middle of San Francisco Bay and say life has never been more fulfilling.

Lee considers himself a very lucky sailor for "finding a woman with the same religious, political, leisure time and vocational views I have." He also cites the advantages of being in the same rate and paygrade as Cristina.

"We're able to study together for advancement and, most importantly, we're able to work out difficult professional questions which may occur in our daily work," said Lee. "She's a walking Navy directive when it comes to the yeoman field."

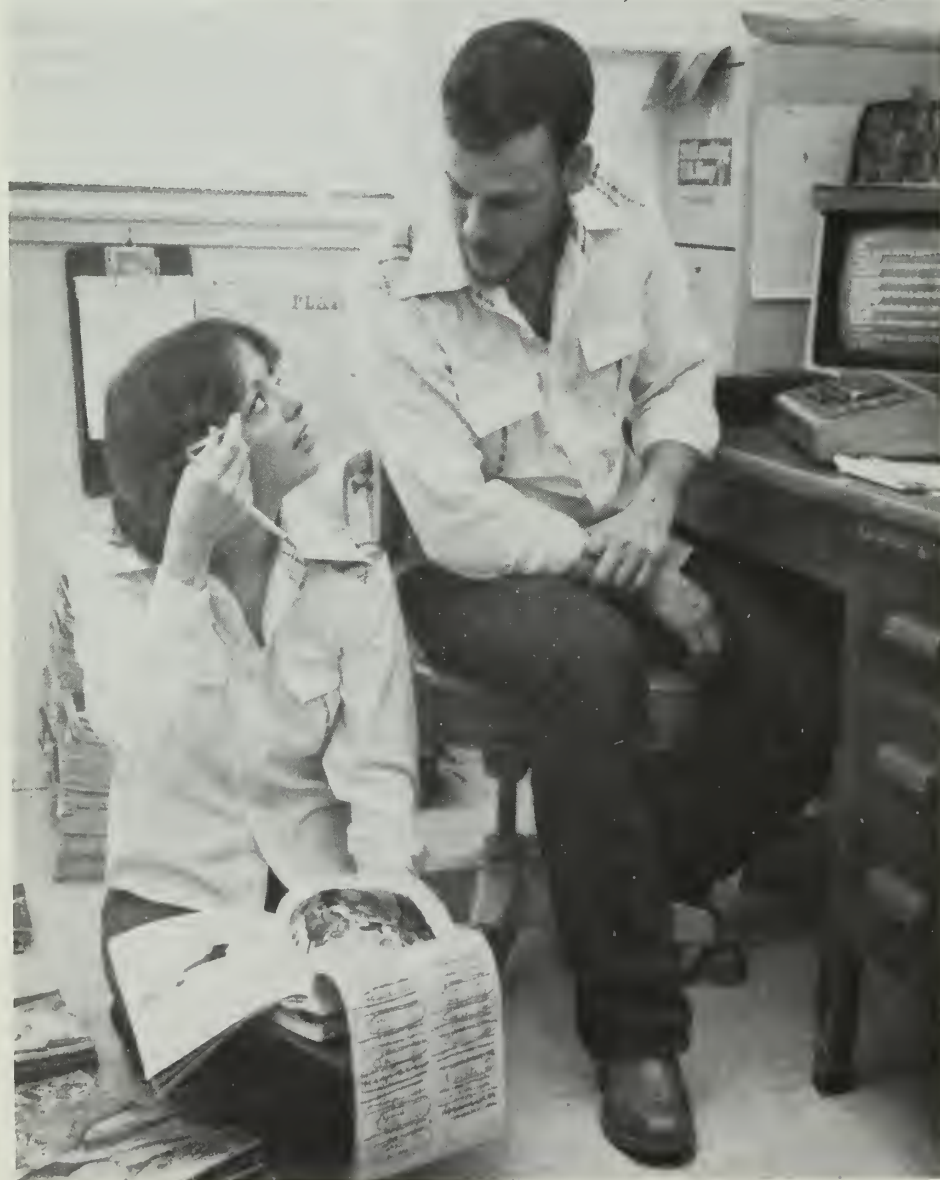
The Cochrans' goals are the same—to go as far in the Navy as possible. To accomplish their goals, they agree that total belief in the Navy system and complete mutual support is required. That support is also carried over to a complicated project they have undertaken during their off-duty hours.

They are compiling a book which catalogs every article, photograph, advertisement and cartoon ever published in Lee's rare, complete collection of a national mens' magazine which has been in business for over 25 years. They have received several grants from a foundation to accomplish the job and their book is scheduled for publication by the end of the year.

Cristina says she realizes that their honeymoon won't last forever. Lee is thinking of returning to the regular Navy for the submarine duty he misses. It'll mean long months of separation, but the Cochrans feel certain that their marriage will stand up. They view separation not as a disadvantage but simply one aspect of a career they both enjoy.

Cristina is also confident that she can maintain her Navy career while providing a happy, caring home for their two children.

"We feel confident that the detailers will do their best to keep us as close as possible, while allowing us to serve the



*"I consider myself a very lucky sailor to have found a woman with the same religious, political, leisure time and vocational views I have"*  
YN2(SS) Lee Cochran (Photo by David Sims)

Navy to the best of our abilities," explained Cristina.

In the meantime, the Cochrans are enjoying their ideal life on Treasure Island. "I know this sounds corny," said Lee, "but I don't think there's a better way we could serve our country and also satisfy ourselves than by combining our Navy careers with marriage. Money

isn't everything; we're thoroughly happy and life has never been better."

Their varied motives notwithstanding, Navy couples are an intricate part and a valuable asset to the Navy.

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See Currents, page 3, for "Changes in Assignment Policy for Married Couples for Sea Duty."

*Article compiled by JO1(SS) Pete Sundberg from stories submitted to All Hands by public affairs officers, journalists, editors and writers throughout the Navy.*

## Detailing Couples — doing everything possible

Financial inequities and separations are the most common complaints voiced by career-sharing Navy couples. Although there's not much one can do about pay entitlements, duty assignment is an entirely different subject.

The people who control the destinies of Navy couples are not, despite some stories to the contrary, faceless entities who practice the *dartboard selection process* from atop a mist-shrouded hill somewhere in Washington, D.C. Detailers are sailors like everyone else in the Navy and are concerned about what happens to military couples: 1,835 Navy married to Navy; 71 Navy to Marine Corps; 29 Navy to Army; 24 Navy to Air Force; and 3 Navy to Coast Guard.

"We treat each military couple's case very carefully and try our best to station married couples together," said Commander R. R. Anderson, Branch Head for Administration, Deck and Supply ratings.

However, many couples don't believe the Navy is doing enough to keep them together, which, in effect, forces them out of the service.

Commander Anderson disagrees. "We do everything we can, within set policies and guidelines, to keep them together. When problems and dissatisfaction do occur, it is usually because of a lack of understanding of applicable criteria by the married service couple.

"First of all," emphasized Commander Anderson, "requests must be

based on actual marriage. Secondly, married service couples should insure that their status is indicated in the remarks section of both service members' duty preference forms. The entry should include the rate and social security number of the spouse."

Anderson also reminded military service couples that while they would not be subjected to more severe family separations than other married couples, neither would they receive preferential treatment solely due to their status as a married military couple.

"We realize that it is economically beneficial to the Navy and to the couple involved to keep them together," explained a detailer. "It's less expensive to ship one household—and two people—than to split them up and fund separate shipments."

The detailers admit that there are some separated couples in the Navy, but add that those separations exist for various reasons.

One of those often difficult variables is sea/shore/overseas rotation. "If the service couple marries while both are on shore duty for example," Anderson explained, "when the time for rotation comes the male may be required to go to sea and the female to overseas shore duty. While this may seem unusually harsh to the couple, it would not be fair to force another service person to go in their place."

Anderson added that when situations

such as this arise, every attempt is made to locate both as close together as possible.

What can a couple do to enhance their chances of being stationed together? Although it's important to have a current duty preference form on file, personnelman detailer Senior Chief Personnelman Domingo Mazo advised direct communication with the detailers.

"They should get on the telephone and let us know they're married and due for rotation," said Mazo. "Too many people wait until the last minute."

Mazo explained that the detailers work on a four-month projection basis. "If a couple calls us four months before their PRDs, chances are they'll get what they want."

As a final note, Commander Anderson advised that, while CHNAVPERS will attempt to minimize family separations, the members concerned share in the responsibility. Decisions relating to family planning, reenlistment and career development should be made only after communicating with their career counselor or detailer to ensure that all the possibilities for future assignments are known.

"The bottom line is that we value our married service couples very highly," said the commander. "They are usually mature, stable, and good performers who deserve every consideration in keeping them together."





# JOHN PHILIP Father

BY JOI DAN WHEELER

Few 19th century men envisioned the submarine's potential either as a weapon of war or its role in navies of the distant future. "Submarine boats," in a class with horseless carriages and flying machines, were the folly of dreamers. One who knew better, however, was an Irishman, John Philip Holland.

Photographs taken of Holland in the 1890s show a lean, walrus-mustachioed character in a black derby wearing rimless spectacles. What photographs don't show is his disillusionment and frustration.

John Holland's life began Feb. 24, 1841, on Castle Street in the town of Liscannor, Ireland. One of four sons of an employee of the British Coastguard Service, Holland attended St. Macreehy's National School where he learned English—speaking Gaelic, his native tongue, was forbidden in school.

Next, he attended the secondary school run by the Christian Brothers at Ennistomy. Following his father's death, Holland had to seek employment in order to support his family. Holland joined the Christian Brothers as an apprentice teacher, simultaneously furthering his education and earning a living.

In the spring of 1862, news reached Ireland that two ironclad warships had battled in Hampton Roads, Va. Their armor was so strong and freeboard so low that conventional wooden warships

*John Philip Holland peers from the conning tower of USS Holland (SS 1). (Photograph courtesy of U.S. Naval Institute, 1966)*

# HOLLAND

## of the American Submarine

stood helpless against them. In later years, Holland said that the battle had piqued his imagination, turned his thoughts to pitting a semisubmerged ship against an unsuspecting fleet. Against a totally submerged vessel, he said, there could be no defense.

By 1869, Holland was teaching at Dundalk where he was remembered as "an excellent and gifted music teacher." It was there that he drew up plans for his first one-man, iron submarine.

When Holland's health failed in 1873, he withdrew from his post, and sailed for Boston. His mother and brothers were already in America. Though not an active revolutionist, Holland, like the majority of his countrymen, was hostile toward England and had visions of submarines being used against British ships.

Soon after arriving in Boston, Holland joined the Christian Brothers again, this time as a lay teacher at St. John's in Paterson, N.J. Soon, he began his study of underwater craft.

The father of one of his students was a friend of the Secretary of the Navy. He urged Holland to submit some of his

completed submarine plans to the Navy department. Eager to help the armed forces of his adopted country, he submitted a plan in February of 1875.

Official reaction to the teacher's designs was not encouraging. Captain Edward Simpson, who wrote the Navy's opinion, believed Holland's design impractical; finding volunteers to go underwater in a submersible contraption impossible; and the prospect for acceptance by the Navy remote. Several months later, however, a Lieutenant F.M. Barber lectured about submarine boats at the Naval Torpedo Station in Newport, R.I. Included in his presentation were sketches and descriptions of Holland's proposed submarine.

Without official support and virtually without funds for developing a practical submarine, it seemed that Holland's career as an inventor was at an end. Yet, help came from an unexpected source—the Irish Fenian Society, a secret organization founded in New York City to overthrow foreign domination of Ireland. Having heard of Holland's futile efforts to elicit official support, the Fenians decided to invest

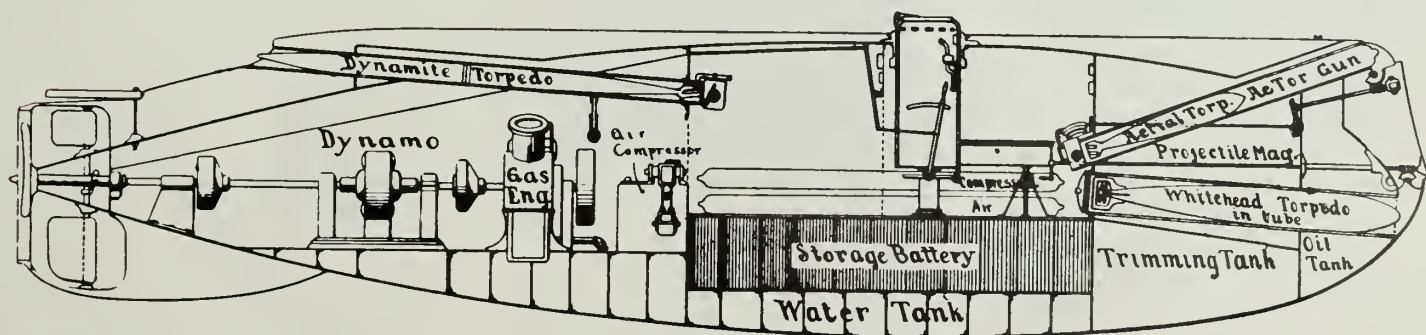
money from their "Skirmishing Fund."

Late in 1876, construction of *Boat No. 1* began at the Albany Iron Works in New York City. The boat was moved to Paterson in early 1878 to be tested. Rumor had it that "the professor has built a coffin for himself."

Though few people were aware of the source of the venture's funds, word got out that a "wrecking boat"—submarine was not a common word—was being built by a secret group sympathetic to the Irish cause. At *Boat No. 1*'s launching, however, it became evident that the tiny sub wasn't going to wreck anything, except perhaps her backers. The Paterson *Daily Guardian* reported on May 24, 1878:

"(The boat, when launched,) went immediately to the bottom; and this without even the assistance of the captain (Holland)."

Two days later, it was discovered that faulty riveting was the culprit. *Boat No. 1* was relaunched and, on June 6, tested underway. Cruising at a depth of two fathoms and a speed of 3.5 mph, the 14.5-foot-long submarine carried Holland "for some distance," filling him



LONGITUDINAL SECTION THROUGH HOLLAND SUBMARINE BOAT.





with a desire to build a larger, more effective craft. Scuttling number one, Holland began work on boat number two.

English spies—apparently aware that Holland was being backed by the Fenians—were not alarmed because, as one agent put it, “...it did not originate in England.” The implication was that if it wasn’t being developed by Great Britain, it couldn’t amount to much.

Holland’s second vessel was launched May 1, 1881. A *New York Sun* reporter called the vessel the Fenian Ram and the name stuck. Skeptics were still certain that Holland’s efforts were doomed to failure.

Holland, however, was pleased. After diving tests, he said, “There is scarcely anything required of a good submarine boat that this one did not do well enough...It could remain quite a long time submerged, probably three days, it could shoot a torpedo (projectile) containing a 100-lb. charge...probably 300 yards over water.”

By 1883, Holland had nearly completed construction of a third submarine, a 16-footer, which incorporated changes he felt necessary after testing *Fenian Ram*. The sub was never to be tested thoroughly because Irish patriots, who had financially backed the project, hijacked it and the *Fenian Ram*. The smaller vessel sank while under tow and the *Ram* was dismantled. (*Fenian Ram* was put on display some time later

in Madison Square Garden to raise money for the victims of various Irish uprisings and, in 1927, was purchased by E.A. Browne of Paterson. Today, it is on display in West Side Park, in Paterson, a curious reminder of the early days of submarine development.)

After the *Fenian Ram* heist, Holland severed financial ties with the Fenians and sought a job with the U.S. government. But the Navy Department delayed writing him a contract for so long that the inventor was forced to accept an employment offer from the Pneumatic Gun Company. Official indecision cost the government the patent rights on Holland’s submarine designs and equipment improvements.

The company was owned by an ex-cavalry lieutenant, Edmund L. Zalinski, who had invented a dynamite gun he wanted to test on a submarine and then sell it to the government. Together, they established the Nautilus Submarine Boat Company in 1884 to build a fourth boat—Zalinski’s “floating gun carriage.”

When the *Zalinski Boat* was ready for launching the next year, certain company officials thought it prudent to have a naval engineer supervise the launching. The engineer chosen should have known more than he did:

“At the command of ‘down daggers’ from the naval engineer, the yardmen knocked the dog shores from under the submarine,” wrote Richard K. Morris,

*Fenian Ram, on display in Paterson’s (N.J.) West Side Park, is a curious reminder of the early days of submarine development.*

a Holland biographer. “She began to move down the the tallowed ways. Suddenly it became evident that she was picking up too much speed. At this moment, the span of ways...collapsed, hurling the craft into some pilings at the edge of the water and staving a hole in her bottom.”

The boat was raised, repaired and tested in the narrows of lower New York Harbor and, soon afterward, dismantled. Her engine and machinery were sold to partially reimburse Nautilus Submarine Boat Company’s disappointed investors.

*Zalinski Boat* was the last vessel Holland was to design for several years. Investors were hard to find and the Navy Department considered the submarine suitable only for coastal defense.

Then, in 1889, Spain tested a submarine boat. Though that particular model was rejected, the effort put the U.S. on alert; tension between the two countries had been steadily growing. Congress authorized the Navy Department \$2 million to build an underwater craft whose design was to be selected after open competition. The Navy announced it would consider building a submarine meeting the following specifications:

- Speed: 15 knots on the surface, eight knots submerged.

- Ease of maneuvering: circle in no greater space than four times her length.
- Stability: assured normal or positive buoyancy at all times.
- Structural strength: sufficient to withstand pressure at 150 feet.
- Power of offense: torpedoes with 100-lb. charge of gun cotton.
- Recommended that vessel displace 40 to 200 tons and main engine be capable of developing 1,000 horsepower.

Holland entered the competition and won. Cramp Shipbuilding Company of Philadelphia, the firm through which Holland's design was submitted, refused to guarantee that each requirement could be met since some required technology had not yet been attained. The government withdrew the contract and reopened bidding.

Again Holland's design won, but President Grover Cleveland's administration came to an end before a contract

could be issued and the funds were reallocated. His hopes dashed, Holland accepted a job offer from Charles A. Morris, an early supporter and part owner of Morris & Cummings of New York.

Cleveland was back in office in 1892 and bidding was again opened—this time with an allocation of \$200,000. Holland approached Morris's company lawyer, E.B. Frost, for funds. Holland asked for exactly \$347.19 (the 19 cents being for a special type of ruler). Frost, impressed by Holland's record and his exactitude, agreed to help finance the venture and the John P. Holland Torpedo Boat Company was incorporated in New York in 1893. Holland finished his plans for a fifth boat and submitted them to the Navy in June.

After unbelievable delays, the contract was awarded on March 3, 1895, to build *Plunger*. William T. Malster's

yard at the Columbian Iron Works and Dry Dock Company in Baltimore was chosen to build the ship. Holland wanted to build a true submarine, the Navy wanted a submersible.

*Plunger* had an unrealistic steam plant installed for surface operations—a typical move by those who favored submersibles over submarines. Holland, convinced that *Plunger* would be a failure, began working on another boat funded by private investors.

*Holland VI* took shape in Lewis Nixon's Crescent Shipyard in Elizabeth, N.J., during the winter of 1896-97. Rumors flourished that Holland intended to sell the finished product to the highest bidder, foreign or domestic.

Soon afterward, Holland wrote to his friend Lieutenant Commander William

*The launching of USS Holland (SS 1) at Elizabethport, N.J., 1898.*





(Top) USS Holland under way. Accepted by the Navy in April 1900, Holland was almost 54 feet in length, capable of turning two knots submerged, and carried a crew of one officer and five men.

W. Kimball, "I don't think I can improve on the arrangements or general features of this design. It represents a powerful and effective boat." (Fifty years later, the designers of *Skipjack* (SSN 585) would compare their hydrodynamic designs with those of *Holland VI* to ensure that they had overlooked nothing which could be used to improve her performance).

*Holland VI* underwent testing successfully and Frost, realizing the time was right to cash in on Holland's talents, offered the submarine to the Navy. On April 20, 1898, a Navy Board of Inspection watched as Holland put his boat through her paces. They appeared impressed. However, when it came time



(Left) USS Holland, the Navy's first practical submarine, in drydock, 1901.



to write their report, the board emphasized minor defects, none of which they would have noticed had not Holland pointed them out. They expressed uncertainty about how far the submarine dove since it wasn't visible underwater.

Some months later, Spanish Admiral Cervera's Cape Verde Squadron was bottled up in Santiago Harbor, Cuba, by American naval forces. Holland's company announced in the *New York Sun* that, if the Navy would pay to tow *Holland VI* to Cuba, Holland himself would command his submarine and sink every ship in the Spanish fleet. "If his offer be accepted," the article said, "and he is successful at his undertaking, he will expect the government to buy his boat."

Washington would have no part of the offer and Holland was subjected to public and private ridicule. One famous editorial cartoon of the era depicted the inventor, head sticking out of a conning tower, exclaiming: "What? Me worry?"

Again on Nov. 12, 1898, the Navy inspected *Holland VI*. Again they focused on negative aspects. Deeply discouraged, Holland—at Frost's urging—decided to travel to Europe and possibly interest foreign buyers in Holland submarines. Shortly before his departure, the John P. Holland Tor-



pedo Boat Company became a subsidiary of Isaac Rice's (a friend of Frost) Electric Boat Company. Holland was retained as one of the managers.

With Holland temporarily out of the way, Frost managed to get all of the inventor's important foreign and domestic patent rights assigned to the new company. When Holland returned, he found he had been demoted from manager to chief engineer. Additionally, he was forbidden all but limited access to his submarine and another man was appointed its skipper.

After more official testing and congressional hearings, the Navy agreed to purchase *Holland VI* for \$150,000. Admiral George Dewey's testimony on the hill was perhaps the most influential: "If they (the Spanish Fleet), had had two of those things (*Holland VI*) in Manila," Dewey said, "I never could have held it with the squadron I had ... With two of those in Galveston (during the Civil War), all the navies of the world could not blockade the place."

The Naval Appropriations Act of June 7, 1900, provided for the construction of five *Holland*-type boats; on August 25, the number was increased to six. On Oct. 12, 1900, the Navy commissioned its first modern submarine; Lieutenant Harry H. Caldwell was USS *Holland*'s first skipper.

Overjoyed at their success, Rice and Frost openly turned against the man responsible for their prosperity and said

in words and deeds that Holland, the untutored school teacher, had outlived his usefulness. Now only a figurehead, Holland was, according to Richard K. Morris, "a name to be exploited and remembered, but a voice to be ignored."

On March 28, 1904, Holland resigned. He intended to build a new boat, a "high-speed submarine boat designed for coastal defense and for work on the high seas." Starting with funds supplied by old friends, investors, and a small amount of Electric Boat Company stock, he designed several working models and sold plans to a Japanese firm after the U.S. Navy, still unable to appreciate Holland's genius, rejected them.

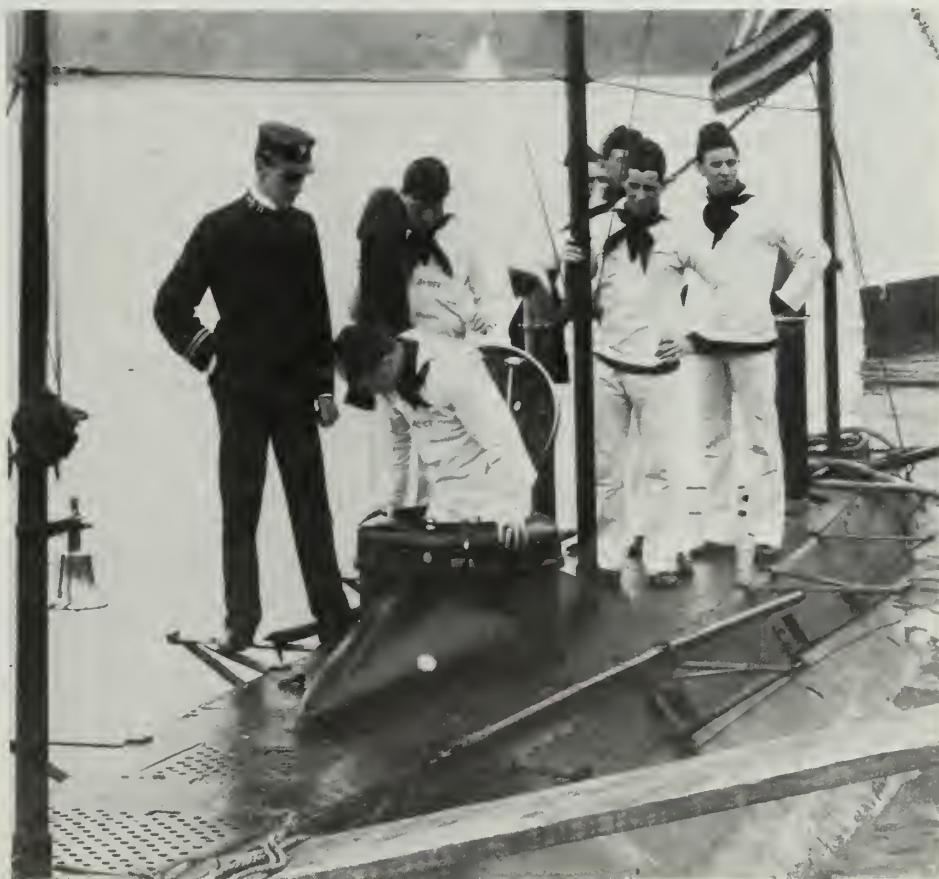
Realizing that Holland was becoming a formidable competitor, Rice and Frost brought suit to enjoin him from producing submarines. Rice testified that the Electric Boat Company had once threatened to fire the inventor and, as a condition of employment, he had agreed never to use his talents in competition with the company. Rice, however, had none of this in writing.

Holland won the battle but lost the war.

Adjudication frightened away some investors and the Panic of 1907 dissuaded the rest. Only Holland's unfulfilled dreams and bitterness remained. Once when approached as an expert on submarines, he said: "So you sought me out as an authority on submarines? Go down to Washington, and you will find plenty of people there who will tell you that I know nothing about the subject, nothing at all."

On Aug. 12, 1914, the father of the American submarine died of pneumonia. Forty days later, the German submarine U-9 sank the British cruisers *Aboukir*, *Cressy* and *Hogue* off the coast of Denmark. German scientists and engineers had followed Holland's progress for years; skeptics were only beginning to pay the price for their disbelief. ↓

*USS Holland displays her wares to Naval Academy class of 1902. Among those present are: H.G. Wallace (in conning tower); J.H. Blackburn (by mast); J.W. Woodruff (by lieutenant); W.J. Moses (by flag).*





*People have a healthy skepticism these days for untried or untested notions. Before they're convinced they say—just as folks from Missouri do—"Show me."*

*That's what we said to the people at Navy Recruiting Command when they told us the recruiter's job is one of the most difficult in the Navy. How can a person who smiles, shakes hands and swaps sea stories all day call his job tough?*

*"Showing us" so we could "show you" resulted in a plan—worked out with the help of Navy Recruiting Command and the Naval Military Personnel Center—to select at random a fleet sailor who had requested recruiting duty. By following this sailor from the ship to recruiter's school to his ultimate recruiting assignment, we would see for ourselves what goes into recruiting duty.*

*In short order a name was selected and staff photojournalist JO1 Jerry Atchison was assigned. It took him almost a year to find out, but here is his report. Decide for yourself if a recruiter's job is one of the toughest in the Navy.—ED.*

# One Recruiter's Odyssey

BY JO1 JERRY ATCHISON

Petty Officer Second Class Jack M. Eagle sat in the crash and salvage crew office aboard USS *Lexington* (AVT 16) and flipped through a copy of *LINK*, the enlisted personnel distribution bulletin.

He'd read the note from his Aviation Boatswain's Mate (Handling) detailer and was just scanning the rest of the issue when one headline stopped him: "Recruiters needed...Only the best need apply..." Throughout his eight-year Navy career, Jack had often seen words like this. This time he studied the text more closely.

Jack, you see, was due for orders in just a few months. Maybe he'd found the answer to his still-incomplete dream sheet....

**T**wo months before his transfer, Jack sat on the flight deck of the dry-docked *Lex* in Bayonne, N.J., and recalled why he had decided to put in for recruiting duty and what that decision involved. "Before I'd seen the notice I hadn't even considered recruiting duty—even though I'd given my shore

duty choices a lot of thought," he said.

"I realized one big reason I like the Navy is that I get a kick out of meeting people and making new friends. And that's a big part of what recruiting duty is all about—making friends for the Navy.

"Then I thought about other things like having a say in the kind of people who come in the Navy, doing a good job on independent duty and being the Navy's representative in a civilian community.

"I called Rose (Jack's wife) in Pensacola and talked it over with her. It was her enthusiasm for recruiting duty that sold me on the idea."

Jack's excitement was based on what he knew of recruiting duty. He knew the Navy sought top performers. Since his performance evaluations put him at the top of his field, he believed his chances for selection to recruiting duty were excellent.

His outlook became optimistically guarded, though, after he had a chance to sit down with the career counselor and go through the requirements—requirements, that fill an entire chapter of the Enlisted Transfer Manual.

He learned his commanding officer—through a personal interview—would measure Jack's qualifications for recruiting duty against a list of almost 20 personal and professional requirements. For example: Does the individual's past performance, appearance, financial responsibility, sobriety, sense of humor, attitude, intelligence, etc., etc., recommend him for recruiting duty? Is his family free from any health or other problems requiring special treatment or facilities not available to members residing far from military installations?

Is there anything, *anything at all*, that might disqualify him as a recruiter?

"Nervous? You'd better believe I was nervous," Jack said of his one-on-one meeting with the skipper. "But it helped when I realized I'd be doing the same thing on recruiting duty—talking to someone about the Navy. That helped a little bit."

Jack's talk with the skipper was a bit nerve-racking, particularly after his commanding officer ended the interview with a non-committal, "That will be all, Petty Officer Eagle." It wasn't until a few days later that Jack heard



*Left. The odyssey began aboard USS Lexington (AVT 16), then drydocked in Bayonne, N.J., and was home for one flight deck crewman—AB112 Jack Eagle.*

he'd earned his skipper's enthusiastic endorsement for recruiting duty.

If it seems a hassle just to apply for recruiting duty, you're probably right. But the fact that it's much more than just running a special request chit through your department head made it that much more important to Jack. For him, the paperwork and special interview were concrete evidence the Navy seeks only the best people for recruiting duty. And Jack wanted to be counted among those very best in the Navy.

But being the best and making new friends are many sailors' goals. And you don't have to be a Navy recruiter to achieve those goals. For some reason, Jack also wanted the chance to tell the Navy's story to people who didn't know. Why did he believe the story was an important one to tell? And why did he believe it was important that he be one of those telling it?

"Because I grew up in the Navy," Jack said. "When I joined the Navy I didn't have any idea what I wanted to do. I'd dropped out of high school and had the draft to deal with.

"The Navy opened my eyes so that I could begin dealing with my life. They convinced me of the importance of having an education. And the Navy gave me a job that carried more responsibility than I thought I could handle. When I found out I could handle the job and handle it well, I grew up."

The job to which Jack referred was with the crash and salvage crew at tiny Naval Air Landing Facility, Crows Landing, Calif. He said he was apathetic at first but changed his attitude after he got out on the flight line. With the realization that a pilot or aircrewman's life could depend on his skills, or that millions of dollars worth of equipment could be lost or saved because of his actions, came Jack's passage into adulthood.

Eight years later, as the leading petty officer of the crash and salvage crew aboard the Navy's only training aircraft



# One Recruiter's Odyssey

carrier, Jack Eagle applied for recruiting duty, "because the Navy made me a professional and gave me the self-confidence I needed," he said. "I believe the Navy can do the same thing for kids today who are like I was back then."

Between the couple of months when he applied for recruiting duty and received orders, he said he went from "very confident" of his ability to be selected to "not so sure."

The transfer directive that reached *Lexington* directed that Eagle be transferred to the Recruiters' School at Orlando, Fla., for five weeks, followed by a week at Naval Recruiting District, Columbus, Ohio, before moving on to a permanent recruiting assignment in the suburbs of Cincinnati, Ohio.

Cincinnati, his wife's hometown, had been the Eagles' second choice for assignment. No matter that he wasn't going to his home town, Tacoma, Wash., to work as a Navy recruiter around his old high school. He had been accepted for recruiting duty.

"At least I thought with these orders, I'd been accepted for recruiting duty," said Eagle as he walked into *Lex's* aircraft handling office. "Now I hear nobody's finally accepted until the pros at Recruiter School give their blessing."

So while Jack had sold himself to his command, he still had to sell himself all over again—actually, prove himself—if he wanted to be a Navy recruiter. Rather than breathing a sigh of relief upon receiving his orders, he was facing still another hurdle.

"Those people sure are making it tough on a guy," he said.

**A**lthough Navy recruiters have, in effect, been preparing for the job their entire Navy careers, learning the "nuts and bolts" of Navy recruiting begins in the ENRO—Enlisted Navy Recruiting Orientation course.

ENRO, at Orlando, annually turns out about 1,350 enlisted Navy recruiters. (The Recruiting Officer Manage-

ment Orientation course is also located at Orlando.)

For one thing, ENRO is a place where some preconceived notions brought from the fleet about recruiting duty die a hard death. The first and most important mistaken notion surprised Jack and some of his classmates: "Being competent in one's own rating guarantees automatic success in the recruiting business." Not so!

"We all knew those selected for recruiting duty come from the top 10 percent in the Navy," Jack said during the walk back to the ENRO BEQ at Orlando. "So we all came here feeling

confident we'd have the same success recruiting. We'd hardly checked in before they knocked that thought out of us."

At Orlando, the first lesson was quickly learned. Regardless of a recruiter's rate or success at the rate, the individual enters recruiting duty as a sort of "designated striker," because recruiting—with all of its specialization, training, techniques and experience—is a career field, and a real one at that. (With the recent establishment of a career recruiting force, that once unofficial career field is becoming quite official for a growing number of highly



*Right: A recruiter must be a strong public speaker and the chance to practice techniques comes at ENRO.*



*Top: One-on-one help is given ENRO students by the staff before and after class each day.*

*Above: Fellow students are demanding critics of practice speeches.*

successful Navy recruiters. Actually, about one-fourth of the recruiter force can be career designated.)

So, like all those who'd come before, Jack's class picked up their stacks of texts and materials and began five weeks of classroom training entailing 200 hours of scheduled instruction and countless hours of unscheduled instruction, off-duty study and counseling.

For those sailors who thought they'd slide through ENRO—that the worst was over and they were on their way to recruiting duty—some quick adjustments were necessary.

"That attitude—that everything's automatic once you reach ENRO—is our biggest problem," said one staff member. "We average about an 11 percent dropout rate for a variety of reasons. But for most of those, they pack their seabags when they learn it's not a relaxed shore duty job they've volunteered for but long hours—often seven days a week—usually unsupervised and requiring a lot of skills."

Unlike other shore duty billets, in recruiting there is no one place to work nor a set routine. The recruiter creates the job because things seldom happen automatically. If progress occurs, it happens because of the recruiter's efforts.

But what, specifically, are these efforts? If, as they say, there are no set rules of successful recruiting, what had Jack and his classmates come to Orlando to learn?

The first clue came from the introduction to the Navy recruiters' bible—The Science and Art of Navy Recruiting:

"...The procedures and guidance contained herein are those developed by numerous successful recruiters and, if followed, should serve the beginning recruiters as well as the 'old hands' in good stead."

The sailor going through ENRO, then, begins by learning what's worked before. He takes that firm foundation and molds it to fit his own abilities both at ENRO and in the field in an effort to come up with the best personal method of being a successful recruiter. Perhaps one sailor's strength lies in public speaking while another is particularly effective at the informal street corner conversation. Learning about one's personal strengths and weaknesses then is just as important at ENRO as learning the technical tasks of recruiting duty.

Those technical facts that each recruiter must thoroughly know are equally difficult to master. For one thing, the Navy is a very complex organization; the Navy's continuously changing requirements make it even more complex.

Navy recruiters must have detailed knowledge of the Navy and its always-changing needs. Their biggest job is to understand the full range of Navy personnel needs, policies and programs—and all the paperwork that goes with it. Only then can they begin finding and guiding the prospective sailor to the single slot which best fulfills the needs of that sailor and of the Navy.

So, as taught at ENRO, effective recruiting boils down to four areas: knowledge, skills, goals and desires.



# One Recruiter's Odyssey

Recruiters must know the various enlistment programs, the administrative procedures, the recruiting territory and all the other techniques and tools used in the business. That's knowledge.

Recruiters must be proficient in using that knowledge and themselves if they're to meet with success. That's skill.

They must set out to produce the numbers and quality of recruits the Navy needs while, at the same time, working hard at a worthwhile task that has a built-in sense of accomplishment. Those are goals—both personal and professional.

Finally, effective recruiters are never satisfied with "just getting by." The desire in recruiting is the desire to achieve all that's possible.

"After I heard all that, I was ready to



*Right: Navy Recruiting Command's Badge with gold wreath is the mark of the Navy's best recruiters. Below: Eagle talks with an ENRO classmate during a tour of RTC, Orlando, Fla.*



throw in the towel," Jack said. "It sounded to me like they were looking for super human people—larger than life—to go out and recruit."

As Jack learned, though, "super human" was not exactly what ENRO had in mind: "The job requires competent, energetic sailors who like the Navy themselves and people in general," an instructor said. "If you fit that bill, then knowledge, skill, and professional and personal goals should follow. If you don't have the desire, you wouldn't be here in the first place."

In those first few days of class, Jack heard a lot about the disadvantages of the job he was working toward mastering. But as the days went on, those who'd elected to stick it out noticed a shift. The disadvantages of recruiting duty were relabeled as solid challenges. And those challenges went right along with the benefits and advantages of recruiting duty. First are the intangible benefits; things like knowing you're having a direct impact on the future of the Navy with the quality of recruits you're enlisting. Even sooner, in only nine weeks for example, the recruiter can have evidence of his hard work when a sailor fresh from boot camp comes home on leave and drops by the office.

There are the rewards of independent duty—proving to yourself and others you can be your own boss and get the job done. There also is the intangible benefit of being a member of a Navy community that believes they're among the best in the Navy.

(For a look at a recruiter's tangible benefits—the kind you can stick in your pocket and take to the bank—see the accompanying story.)

Throughout the five weeks of ENRO instruction on the technical side of recruiting there ran a block of courses that weren't mastered from textbooks. In fact, almost half of their classroom hours were devoted to this subject. And Jack and his classmates occasionally had a tough time figuring it out: "It's the

most interesting yet hardest thing to learn," he said.

The classes? How about Persuasive Communications, Introduction to Public Speaking or Gavel Club. At the root of it, they were all classes that taught parts of one subject: selling.

Now *selling* is a dirty word for most of us, because we've got a layman's understanding of what it means. That is, we often think of the smooth-talking used car salesman who leans against a clunker (so the fender won't fall off) while waving a blank bill of sale in our faces. For the record, the Navy—Recruiting Command in particular—has no place for the sailor who thinks of himself as a good high-pressure, fast-talking, slightly shady operator.

As used at ENRO, selling is simply

the process of influencing other people to do what you honestly believe is in their best interest.

For the Navy recruiter this means removing barriers that prevent a person from becoming a sailor—and not forcing anybody to do anything. The barriers a recruiter knocks down are a lack of knowledge about the Navy and a lack of opportunity to learn the facts. The Navy recruiter has the facts and is ready to share them with anyone.

But that's not nearly enough.

The recruiter's success comes with matching those facts with the personal needs of the candidate. It boils down to learning what young people want and need, then examining with them whether the Navy can—or cannot—help satisfy those needs.



Right: Eagle leaves his suburban Western Hills, Ohio, recruiting office for another day on the road.



# One Recruiter's Odyssey

*In a high school cafeteria during lunch, students get the word on the Navy and pick up a couple of bumper stickers.*

If that's selling, so be it. It is the same thing as teachers "selling" their students on the value of a good education, or of parents "selling" their children on growing up right. Besides, most recruiters don't think of themselves as salesmen. They sort of like the image that talent scouts for a championship team bring to mind.

As a matter of fact, it's downright dangerous for the recruiter to think otherwise. "Look at it this way," Jack said. "If I go out and get a person in the Navy by making promises I can't keep, that person is likely to have a very short Navy career. He'll think he's been misled. That attitude could get him thrown out of boot camp or "A" school. At the very least it will mean someone serving four years in the Navy who doesn't want to be in the Navy.

"That's bad for the person and for the Navy and it'll directly reflect upon my own abilities as a Navy Recruiter."

Successful recruiters, then, have a strong belief in the product they're selling: the U.S. Navy. But they must also possess an equally strong belief in their own abilities. Without self-confidence, a recruiter won't convince an applicant and won't be able to keep going when things get rough.

Lieutenant Ray Marshall, ENRO's director thinks the importance of self-confidence can't be overstressed. "They've got to have a deep and abiding faith in themselves and the job they are doing once they hit the field," he said.

"For example, a recruiter can be having a super month recruiting twice the number of people he expected and getting solid leads on other prospects. He busts his tail getting the job done. But then the end of the month comes along and he learns the bad news. A couple of his prospects failed to qualify physically or mentally, maybe some decided to join other services, while perhaps a couple of others just decided to hold off making a decision. Suddenly, the recruiter's bright month looks pretty dismal.

"Now if a recruiter hasn't got self-

confidence, he may start blaming himself or looking around for excuses because he's just seen hundreds of hours of hard work go down the drain. These kinds of months happen to every single recruiter. Sooner or later, it weeds out those recruiters who can't make it because they lack self-confidence.

"The good recruiters know they've done all they could so they pick themselves up, dust themselves off and jump right back into the job."

The importance of a recruiter's self confidence points up the fact that LT Marshall's staff closely evaluates more than just an ENRO student's academic performance.

"ENRO serves as the final screening process before we send them out on their own," LT Marshall said. "In effect, it's the Navy's last chance to make sure there will be a solid representative in the field.

"Our final screening is actually an outgrowth of the classroom work. The ENRO instructors have each been chosen because of their demonstrated success at recruiting. So in addition to teaching and passing out grades the



instructors must ultimately answer the question 'Would I want this Navy man or woman serving on recruiter duty with me.?' "

Jack understood the importance of the question.

"The Navy recruiters I have met believe they're privileged members of an elite group," he said.

"Since every one of my instructors is an award-winning recruiter, I don't blame them a bit for wanting to make sure they put only the best people out there in the field."

But Jack wasn't to sure he'd be one of them. At the end of one of the class's first few weeks, they were given a test. Jack flunked it. "I guess I wasn't taking some of the classroom assignments seriously enough," he said.

The next week he tried harder, waded through the homework and paid closer attention in class. Friday rolled around and the class settled in for that week's test.

Jack flunked that test also.

The smiling, always-ready-with-a-joke-or-a-laugh Jack Eagle was nowhere in evidence that evening back





at the BEQ. He'd been replaced by the glum looking fellow who entered the barracks. Jack had just come from a long session with his adviser and the news he'd heard wasn't encouraging.

"If I don't pick up the material—and soon—I'm out," Jack said in response to a classmate's question. "I told him I've been away from the books a long time and studying—really studying like we have to do here—is a tough thing for me to master.

"He helped me with some ideas about how to study and told me I'd better start asking questions in class if I didn't understand something. One thing's for sure. I've got to work even harder or I'm gone."

On Monday morning, two of Jack's instructors drank coffee at their adjoining desks and discussed the matter of Jack Eagle. On the deck above them, all the ENRO students were in their first class of the new week, including the object of their conversation.

"There's no doubt in my mind. Jack's going to make it," said one instructor, a senior chief. "He knows that if he's given the chance he'll be a very good recruiter. When people get a chance to do something they're good at, they make darn sure they find a way to do it."

The other instructor agreed, adding, "Jack may not know it yet but he'll learn the material. Even if I have to beat it into him," he said with a smile.

Jack fulfilled the instructor's predictions, but not without a struggle. He passed the next test, but just barely. But that test started a trend Jack was to follow through to the end of ENRO. On each test he scored higher than before. During Gavel Club—a period during which the students deliver speeches that are analyzed by their fellow students and instructors—each of Jack's speeches got a little better. Each was better organized, more interesting and less peppered with the "aahs" and "uhms" of earlier attempts.





# One Recruiter's Odyssey

Jack was not alone, though, for during the five weeks of ENRO his classmates had their own struggles to deal with on the road to graduation. That's why, on the eve of graduation, a definitely changed group of people were preparing to wrap up training. Enthusiasm for the job at hand was running at higher levels as they came nearer to the end. But the I-can-lick-the-world optimism of most had been tempered by their new understanding of just how difficult that job would be.

Shy people had grown more outgoing, the inarticulate were well on their way to becoming public speakers, the hesitant were now the self-assured and the previously neat and clean uniforms of all took on a special military sharpness. They were now Navy recruiters—with one exception:

"We all know there's still a lot to learn," Jack said. "But they've fired us up for the job. I guess now we'll just

have to wait and see how we do at our recruiting stations. It ought to be interesting..."

**A** person can change a lot in a year. The Navy recruiter at his desk in the Western Hills, Ohio, recruiting office sported a couple of pretty obvious changes. ABH2 Jack Eagle was now an ABH1 according to the crow on his sleeve. A year before he'd been thinking of becoming a Navy recruiter. Five months later he was struggling to learn how to be a Navy recruiter. Physically, there was now no longer any doubt about it. If the suburban Cincinnati office—with its posters, pamphlets and magazines of life in the Navy—didn't give him away, then his immaculate uniform with Navy Recruiter's badge on the shirt pocket certainly did.

But those were the changes you could see. The not-so-obvious changes were tough to uncover. A few days of watch-

ing this new Navy recruiter at work brought out some interesting differences from the Jack Eagle months ago aboard *Lexington*.

For one thing, the Jack Eagle aboard *Lexington* admittedly knew little of what recruiting duty involved. Now, his language was filled with the "DEPS" and "RAPS" and "TARS" that seem a foreign language to those who overhear two recruiters talking. Along the way he'd picked up a lot more patience in his dealings with people. If one felt like they were running to keep up with Jack Eagle aboard *Lexington*, then here they found a fellow who appeared pleased to wait, and happy to help you along the way.

Absentmindedly fingering a ball-

*Below: Eagle talks with an applicant while the corn harvesting goes on uninterruptedly.*





point pen with "Navy Adventure" on it, he described the impressions he'd accumulated during his first few months as recruiter.

"So far, I've done well. I've recruited more people than I expected and I've hit it off well with all the people I'll be working with in my area.

"But I still won't know if I'm successful recruiter until I see how I do after the newness has worn off and the routine of the job has set in.

"I guess the big thing is I actually like this job as much as I thought I would," he said.

"The hours are every bit as long as they told us they'd be. They were also right at school when they said there'd be no simple way of measuring the job we're doing. Some days I can't figure out if I've had a good day or not. Were the kids I talked with serious or just passing the time? Should I have made more phone calls instead of visiting a school or whatever else I did?"

These kinds of doubts, though, hadn't shaken his self-confidence. It was obvious that Jack—like so many others—had found there was much more to recruiting than even the fresh ENRO graduate might expect.

"Paperwork!" Jack exclaimed in a way to make it sound like a dirty word. "That is the toughest part of the job. No matter how hard I try, the forms and office records and reports always need more work. It's a day-to-day battle between my wanting to get out and visit schools or wherever and the paperwork of the office holding me back. Some days I win, other days the paperwork wins."

At the start of one particular day, it's Jack Eagle 1—paperwork 0, so it's out to the Navy car parked behind the recruiting office and off to a local high school.

As with most Navy recruiters, Jack thinks of the car as a traveling office. In his case it is even more so since the nine high schools in his recruiting area range over a 1,200-square-mile chunk of Southern Ohio and Indiana.

During the hour-long drive, Jack talked about his relationship with high school counselors. Counselors are the recruiter's ticket to the environment of young men and women the military ser-

vices rely upon most heavily. And the relationship between counselor and recruiter is heavily underscored by that word "environment." For it is in the high school environment where they are surrounded by friends and familiar sights and sounds that these potential Navy men and women are particularly receptive to the recruiter's information.

Only the home surpasses school as a place where candid, open and thorough discussions of the Navy and its opportunities can take place. But in the home you talk to one person (along with his or her parents) while at school, the recruiter has access to many.

That's why the high school counselor is an important friend, ally and professional counterpart of the Navy recruiter. Jack hasn't underestimated that relationship.

"Counselors and I have the same job," he said as the car travelled a country road lined with cornfields. "We both want to see a kid make the most of his abilities and opportunities. So when a student asks his counselor, 'How do I become a diesel mechanic?' the counselor tells him the various ways available.

"I hope, of course, that he'll mention the Navy as one of them. I help the

counselor do his job by keeping him up to date on opportunities in the Navy and he helps me by directing interested students to me."

Jack admitted he and counselors didn't always see eye to eye. But that was just one more challenge in the job. "A counselor who's got an A or B student is going to recommend college. And that's as it should be," he said. "But the Navy has a critical need for A and B students particularly in such fields as nuclear power or advanced electronics. I may not be able to convince either the counselor or the student that the Navy is a good alternative to college right after high school (although it often is). At least—so long as I've got a good working relationship with the counselor—I get the chance to present the Navy's side of the story."

Jack chatted with the high school counselor at one school, replenished the Navy information rack outside the office door and moved on to the school's lunch room carrying a case in each hand.

*Below: A little light reading during lunch includes the Navy's story.*





# One Recruiter's Odyssey

At a table across from the frying chicken, he opened his cases and arranged key chains, book covers, rulers and pencils all bearing variations on the "Navy Adventure" theme. He chatted with the students who quickly gathered.

The easy banter between recruiter and students was mixed with equal parts of school happenings, the Navy and the BIG Friday night football game coming up. Many of the students greeted Jack by name. A few picked up pamphlets and—without saying a word—carried them back to their lunch tables. A couple of people, though, plopped down across from Jack, hitched their chairs up to the table and, with a I'm-not-really-interested-but-you-might-as-well-talk kind of look said, "Tell me about the Navy."

Four lunch periods and two and a half hours later, Jack was back on the road driving in what can only be called the Navy recruiter manner: left hand on the wheel, eyes on the road and right hand with pencil scribbling notes in the notebook on the seat beside him. One student invited Jack to visit him and his parents at home. Another wanted more information on submarine duty. A girl had wondered if she might not be a better Navy nurse than civilian nurse. And, oh yes, there was the matter of the Friday night football game and the hamburger-and-soda bets Jack had made with a few students.

That last blindly scribbled notebook entry prompted a question of free time for Jack and his family. Does he get many nights alone at home or are they spent on such things as high school football games?

"The evenings are some of a recruiter's most productive times," he said. Evening and weekends are the only times an applicant and his family are at home. So that's when I schedule appointments to visit them or call to set up those appointments.

"When I get home in the evening, the usual pattern is to have dinner with my wife and kids and then make calls or head out for appointments," he said.

"When my evenings finally do open up, I usually end up at the dining room

table with that never-ending paperwork."

"Remember, even when I have to make phone calls or catch up on paperwork in the evenings, I'm still doing both at home, in between talking with my wife, getting a rundown on my boys' activities or just catching a little television. That makes it hard to call what I do in the evenings 'work.'

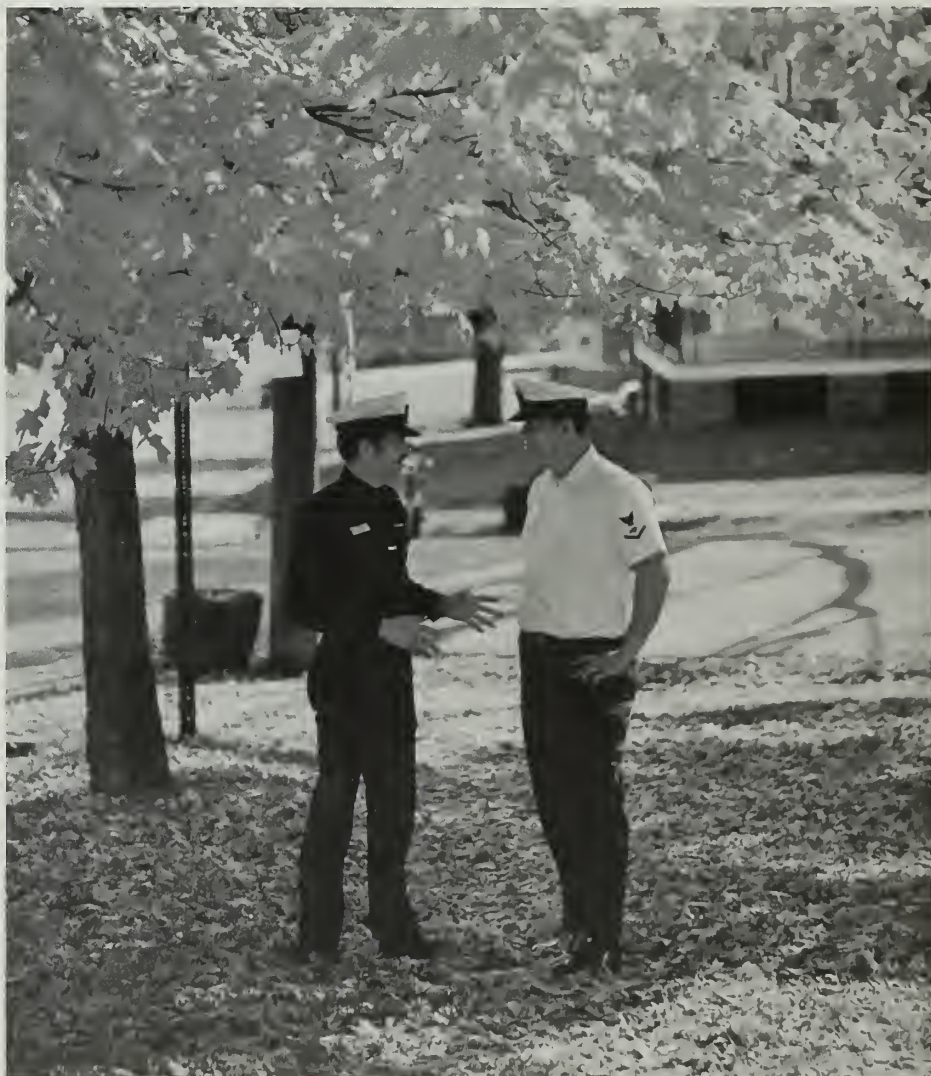
"And when I have to go out in the evening—like to this Friday's football game, for example—the whole family goes along and we have a great time," he said.

A squat, one-story high school sprawling out to new housing developments on three sides was the next stop. In the parking lot, the recruiter caught slaps on the back and "Hi, howya doin', Jack?" shouts from teenagers boarding a school bus.

Jack's visit—a quick one—was just to check up on the progress of a recently recruited student. Under the Delayed Entry Program (DEP), high school seniors enlist in the Navy with their boot camp reporting dates set to follow their graduation and most have guaranteed "B" school seats.

In recruiter's language, these "DEPPERS" are some of the most important people around. This is so because the "DEPPER" has investigated the Navy and liked what he or she has found so much that the enlistment contract was signed before graduation. That makes a "DEPPER" a walking Navy recruiter for people like Jack.

Of course, that also means Navy recruiters have a strong interest in seeing "DEPPERS" successfully complete high school while favorably representing the Navy to their classmates.





Jack's "DEPPER" at this school, it turned out, is doing well in his classes and he passed along the names of a few classmates interested in more information about the Navy.

That school visit was followed by a swing through another small town to check on the Navy recruiting sign on the street corner (still there and in good shape), another stop at a girls' parochial school to drop off brochures and time out for a quick hamburger and fries.

Jack covered a lot of miles that day. But the trip took longer than even those many miles indicated. He was stopped countless times—on street corners, in gas stations and at hamburger stands—by people who rarely see a Navy uniform in these rural areas. Lively conversations of long-ago sea stories, sons or daughters in the Navy or simple statements of pride in the notions represented to these people by Jack's uniform occurred throughout the day.

The Navy recruiter's daily schedule over the next few days bore scant resemblance to any other day's schedule save for those long hours behind the wheel of his Navy car. They were hours, though, that gave him an opportunity to explore the many facets of his Navy recruiting career:

- *On high school students today:* "They're smarter and more questioning than I was at that age. You can't snow these kids. If you tell them something you'd better be able to back it up in black and white."

- *On why they're joining:* "Almost every applicant first wants to know about the Navy's educational opportunities—in detail. What do Navy formal schools offer? What chances are there for off-duty education and training and does the Navy help foot the bill for that? What about VA educational programs or on-the-job training? They're looking for alternatives to today's high tuition costs. Luckily for me, the Navy's got one of the best education alternatives available."

- *On what particularly attracts them to the Navy:* "It's exactly the same as it's always been—travel and adventure. Once the practical aspects of Navy training, careers and a future have been

discussed, the questions always end up on foreign duty and liberty ports. 'What's Hong Kong or Singapore really like?' they ask. 'How do the people react to Americans? What are the different cultures like?' They all have this strong curiosity for life beyond their hometowns. And many—although they won't admit it—are still drawn to the romantic notion of life on the high seas or man against the oceans."

★ ★ ★

An hour after sunset, ABH1 Jack Eagle finally pointed his Navy car toward his office 60 miles down the interstate highway. Jack and his uniform had begun to wilt at about the same time. Fatigue can sometimes lead the mind down some pretty disheartening paths. And Jack was no exception.

"Some days, I don't want to face the

office; particularly when I know I'm going to have to go in and start all over because my last week's work went right down the drain.

"Some days, all I'll get are kids who want nothing more than to argue over America's military role in the world; or kids who are convinced they're going to go out and make \$25,000 right out of high school.

"Some days, I'll get only high school dropouts or reform school graduates who think the Navy will welcome them with open arms and a fat paycheck."

But then a look crossed Jack's face that indicated he'd remembered one lesson of ENRO: Self-pity is not part of a good recruiter's arsenal, self-confidence is. His next statement confirmed that thought:

"But I'm so damn lucky," he said. "Those 'some days' have been few and far between for me." ↓

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## Some Real Benefits

Besides the challenges offered by duty as a Navy recruiter, there are also some very real tangible benefits, the kind of benefits you can put in your pocket and take to the bank.

Take Special Duty Assignment (SDA) pay for example. This is money authorized because the recruiter is working outside of his rate.

As of this writing, it is authorized to recruiters in three stages based on the time they've spent recruiting. During the first six months, the recruiter receives an extra \$50 a month. Those having served a previous tour draw \$100 a month for those first six months. During the next 12 months, the recruiter receives \$100 and those with 18 months or more recruiting service receive an extra \$150 a month in SDA.

Since the image of the U.S. Navy in the civilian community is extremely important, recruiters must wear a clean, sharp and tailored uniform each day. This usually requires extra uniforms. A special uniform allowance helps ensure each person will be putting his or her best foot forward as a Navy recruiter.

The special uniform allowance is currently:

E-4 to E-6 \$75.35 (male)

E-4 to E-6 \$70.00 (female)

E-7 to E-9 \$138.50

Basic Allowance for Quarters/Basic Allowance for Subsistence (BAQ/BAS) is also authorized for both single and married recruiters in most locales.

Where government housing is not available, a system of leased point housing may be used. This is a program whereby the government makes a lease agreement directly with the civilian landlord for your housing. Its availability is controlled by monetary ceilings for rate/grade of service members and average rental costs for the Naval Recruiting District.

Finally, the recruiter is reimbursed monthly for normal out-of-pocket expenses that occur. These expenses—such as meals or snacks for applicants, copies of required documents such as high school transcripts, parking fees and small purchases for the office not available from the Naval Recruiting District—are all part of the job.

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# MOMAG 8

## Where There's Job Diversity

STORY AND PHOTOS BY  
JOCS JOHN D. BURLAGE

Guam's Mobile Mine Assembly Group Eight (MoMAG 8) operates so far back in the boondocks you'd think its members would tolerate an occasional wisecrack about the unit's overriding emphasis on safety.

They don't.

Minemen on Guam don't joke about the tons of explosives they control.

The group enjoys itself and its work and pays strict attention to safety procedures. Anything less could mean catastrophe.

"The name of the game is readiness backed by safety," said MoMAG 8's Senior Chief Mineman Paul E. Horton. "Here, 'Safety regulations are written in blood.'"

Lieutenant Kenneth R. Martin, commanding officer of MoMAG 8, is responsible for maintaining mine war-

fare components housed on the facility's grounds and in 35 nearby ordnance magazines. He is also directly responsible for his unit's intense emphasis on safety.

"My objective is to 'sell' mine warfare as a viable form of warfare," he said. "By laying an inexpensive mine field you can free a couple of expensive destroyers or submarines for other jobs."

"Mine warfare has both an offensive and defensive strategic value."

Martin has been in Navy munitions since 1956 when a chief petty officer talked him into striking for torpedoman while he was a member of a destroyer's deck force.

Modern mines bear little resemblance to their predecessors, perhaps best represented by the round, horn-studded model of World War II motion picture fame. Today's mines are composed of high explosives encased in a thin-walled, watertight container usually six

*Clockwise from upper left: A mine warhead is connected to its mechanism section. "Getting into" his work, a mineman installs a package in a mine container. MNSN Stephen J. McLester and rows of storage cans for mine components.*

to eight feet long. They contain advanced intelligence systems which permit them to be selective in their choice of targets. Once activated, their arming devices set off the chain reaction — detonator to booster to main charge — which has caused ship-wrecking explosions throughout the history of mine warfare.

Mines, classed either as moored mines or bottom laying mines, are planted by surface ship, submarine or aircraft. They are triggered either by the classic method of direct contact with the hull of a ship or by magnetic, acoustic, or pressure "influence" from a passing ship (or a combination of the three.)

They have a definite "life cycle" —





from birth (when they're planted) to death, when they accomplish their mission or are rendered safe by self-actuated short circuit or explosion.

Mines can be laid defensively (in a friendly harbor) or offensively (in an enemy harbor). The idea behind laying mines defensively is that shipping can be routed safely through the minefields but an enemy, without the proper maps and charts, won't be so fortunate.

Whatever the nature or type of mine, if it's U.S. Navy, it will be found at MoMAG 8.

"This is a good place for a mineman striker," said Mineman First Class Terry M. Charnecki. "In a 15-month normal tour, he'll work in most aspects of the rating. There's job diversity here and more projected for the future because you'll find any and all weapons here."

One of the newer members of the MoMAG 8 team agrees Guam is a good place to begin practicing the mineman craft. "It's been a learning experience for me since I'm new to the Navy and to being a mineman," says Mineman Seaman William M. Blackburn. "The work is interesting; I especially like the chance I've had to switch from one shop to another."

His attitude is echoed by MoMAG 8's top enlisted man, Senior Chief Mineman David L. Murnier. "There's no boredom here. a few people have had trouble adjusting to Guam with its limited transportation facilities, but morale is good. We have intershop transfers to enhance training and to keep the men interested in their rating."

MoMAG 8 has three operational departments: mine production, logistics, and quality assurance/safety. Each shop helps maintain MoMAG 8's mine components in the "designed readiness and assembly configuration" but that doesn't mean the work is unendingly repetitious.

Components are updated as the state of the art advances. Changes are issued by the Naval Mine Engineering Facility in Yorktown, Va. The Guam-based unit is also on the originating and receiving end of computerized data designed to spot, analyze and correct component

defects, as well as establish proper maintenance cycles for components.

Whatever the evolution, a quality assurance/safety representative is nearby as a constant reminder of safety requirements.

Make light of those requirements, and you stand a chance of losing certification to work with explosives. That certification, designed to ensure that a man is technically and mentally qualified to work with explosives, isn't easily obtained.

It's not that the minemen of MoMAG 8 overreact to the requirement to follow established safety practices—or that they won't occasionally emit a groan

when they consider how they must ensure every regulation is followed during their daily routine. They'll even accept with a smile the comment "there seems to be one quality assurance guy for every guy working on components."

But don't expect them to appreciate a careless comment about a "complete and rapid disassembly of a weapon"—otherwise known as an explosion—occurring under any other than intended conditions.

They won't. ↓

*Below: Usual maintenance work is interrupted for rate training—installing a fin assembly to an inert bomb—common practice at MoMAG 8 where uncommon weapons are held.*







*Clockwise from left: Installing a fitting in a mine's arming device calls for steady hands, and strict adherence to safety procedures. Removing mine batteries from freezers where they are kept to extend their useful life means wearing cold weather gear and gloves. MoMAG 8's facilities at Naval Magazine Guam.*







**LCDR BILL RICHARDSON**

# *A Command of His Own*

STORY BY JO2 GLENNA HOUSTON  
PHOTOS BY PH1 MIKE McCABE

His ship, if it can be called that, is more than half the size of an aircraft carrier and has 145 crew members. It has no name, and no engines and it must rely on tugs for maneuverability. But to its skipper, Lieutenant Commander Bill Richardson, Medium Auxiliary Floating Dry Dock 7 (AFDM 7) represents 23 years of hard work, and a climb from fireman apprentice to command status.

Few details escape the skipper's eye. From personal experience, he knows what needs to be done and how to do it.

Richardson dropped out of high school in 1955 to join the Navy. It didn't take him long to realize that quitting school was a mistake. Even though most of his naval career has been spent at sea, he now nears completion of a college degree program he pursued in his off-duty hours.

*Above: Photo of sister ship AFDM 8 gives an indication of the size of AFDM 7. Right: Richardson—before his recent promotion to LCDR—confers with one of his ship's officers.*





After he became a chief shipfitter—today's hull technician—Richardson applied for and became a warrant officer in 1966.

"I enjoyed being a chief petty officer," Richardson said, "but I didn't want to be limited to one job the rest of my career."

Last year he took command of AFDM 7 at Norfolk.

AFDM 7 is one of three such vessels operating in today's Navy. During a war, floating dry docks are invaluable, providing emergency repair dry dock capabilities in forward combat areas. Now, they are used primarily to support fleet ballistic missile submarines at advanced bases or to supplement dry dock facilities at major naval activities.



"This craft gives the Navy flexibility. The work in most civilian and Navy shipyards and dry docks is scheduled as much as a year in advance," Richardson explained. "We can provide emergency repairs so another ship won't have to be knocked out of a scheduled yard period."

Before a ship enters a floating dock, crew members prepare massive wood-block towers that cradle the ship up out of the water. "Laying out and building up the blocks for the different types of ships has to be exact," he said. "If the dock isn't set up perfectly, the ship could overturn or be damaged."

Wing walls, 47-foot high, rise from the deck of the craft to frame its length. Inside these walls are ballast tanks.

When the tanks are flooded, the dry dock sinks until only about 10 feet of the walls are above water.

After tugs maneuver the ship into position at the end of the dock, crew members attach lines and pull the ship into the dock with hand lines and pulleys. Surveying instruments monitor every inch of the way.

"After the ship is in place, we usually take two to three hours to pump out the ballast tanks," Richardson said. "We have to keep the dock on an even keel. Too much list or trim and the ship could slide off the blocks."

Later, when the ship is resting high and dry on the wooden blocks, the dry dock supplies all electrical, sewer, water, steam and telephone hook-ups. With the hull easily accessible, workmen move in to effect repair.

Richardson considers command of the floating dry dock one of the biggest challenges of his naval career.

"There are only two times a captain ever gives up command of his ship—when it goes through the Panama Canal or into dry dock," Richardson said. "When it's in the dry dock, the ship becomes my responsibility."

He says one of the reasons he decided to make the Navy a career was because



he could retire after 20 years. "I keep saying 'one more rank and I'll retire.' But after you get that much time in, and you're in a job you enjoy, you hate to give it up."

*Left: LCDR Richardson, CO of AFDM 7. Above: USS Talbot (FFG 4), up on blocks inside AFDM 7. Below: Richardson illustrates a point to crew member.*





# Bearings

## Golden Anchor

Paint brush in hand, Captain L.W. Freeman Jr. CO of USS *Sylvania* (AFS 2), rides high on a golden anchor. Painting the ship's anchor gold is *Sylvania's* way of showing herself a Golden Anchor award winner for 1978.



The Golden Anchor Award is given each year to recognize commands that demonstrate exceptional leadership in the management, administration and support of career motivation and retention programs.

CAPT Freeman took up the task of painting the anchor to emphasize the teamwork that makes *Sylvania* a "Superstar" in career planning.

## VAW-115 on Top

Building an impressive record on the playing field, the "Liberty Bells" of Carrier Airborne Early Warning Squadron 115 (VAW-115) won the 1978 USS

*Midway* (CV 41) Captain's Cup Trophy for athletic competition at Subic Bay, R.P.

The trophy is awarded annually to the ship's squadron or division which demonstrates the greatest overall athletic excellence and is symbolic of a complete and total effort by all. VAW-115 team spirit was reflected by the tremendous support from those airmen who had to stay aboard *Midway* and on the job to allow their shipmates extra time off to participate in the athletic games.

Winning two softball tournaments, being first in individual singles tennis and individual skeet shooting, carrying away second place in horseshoes and second also in two football matches gave the "Liberty Bells" the highest overall standing.

## Oceanographer Honored

The Oceanographer of the Navy, Rear Admiral J. Edward Snyder Jr., has been elected to the National Academy of Engineering. The academy cited RADM Snyder's contribution to the development of the *Polaris* re-entry system and his contribution of comprehensive significance to the National Oceanographic Program.

Membership in the academy recognizes the admiral's ocean engineering achievements during a career spanning more than 30 years. Election is the highest professional distinction conferred on an engineer. It honors contributions to engineering theory and practice, or unusual accomplishments in pioneering and developing fields of technology.

During the summer of 1975, the admiral consolidated and revitalized the Naval Oceanographic Program and established a Naval Oceanographic Center at Bay St. Louis, Miss.

## On-Site Medal

Senior Chief Engineman Jerry W. Whitesides received a Navy Achievement Medal just hours after a new program initiated by Admiral Thomas B. Hayward, Chief of Naval Operations, took effect.

"I didn't intend to wait around," said Captain Harry A. Spencer Jr., CO of repair ship USS *Vulcan* (AR 5). "If we're going to take care of this retention effort, we've got to begin taking care of the good people we've got, and in a timely fashion."

In making the award while *Vulcan* was under way, CAPT Spencer was taking advantage of NAVOP 20/70 which gives commanding officers the right to reward outstanding enlisted performance on the spot.

The achievement medal (Chief Whitesides' third in his 22-year Navy career) was presented for the exceptional skill and unsurpassed professionalism he displayed while installing a ship's service emergency diesel generator on *Vulcan*—Photo by PHAN George Bruder.



## The Eyes Have It

If you are among the millions of people who wear some type of eye glasses, chances are your lenses are "impact-resistant." But "impact-resistant" does not mean that they qualify as "safety glasses."

To correct a common misconception regarding eyewear, the Bureau of Medicine and Surgery has published a warning to emphasize that "impact-resistant" spectacles are not designed for use in an industrial environment or in any other eye-hazardous area. This means that such glasses, even those obtained from the Department of Defense, will not protect the eyes of workers in eye-hazard occupations, processes or areas.

Seven years ago (Jan. 1, 1972), a Food and Drug Administration (FDA) ruling became effective requiring that all streetwear eyewear lenses be impact-resistant. This ruling was the first step toward improving the design and production of eye glasses for the general public. The streetwear eyewear issued by the Armed Forces fulfill the requirements of the FDA ruling. They are impact-resistant. They are not safety glasses, however, and are not intended as such.

Safety glasses must meet certain strict requirements. Only safety eyewear which meet or exceed the requirements of the American National Standards Institute (ANSI) Z 87 Standard, as referenced in Occupational Safety Health Act regulations, are approved for full-time use as safety spectacles.

The FDA ruling requires that the lenses be capable of withstanding an impact from a five-eighths-inch-diameter steel ball dropped 50 inches. The ruling does not mention that the frames must be made of slow burning materials, and designed to retain the lenses under impact.

The ANSI Z 87 Standard specifies that industrial safety lenses will be at least three millimeters in thickness, and capable of withstanding an impact from a one-inch diameter steel ball dropped 50 inches. The safety frames *MUST* be made of slow burning materials, and designed to retain the lenses under impact. By definition, then, FDA-type, impact-resistant lenses cannot be considered safety spectacles.

The Bureau of Medicine's Sight Con-

servation Section urges all safety officers to require that employees bring in signed statements from their eye doctors stating that the "safety glasses" in question meet or exceed *all* requirements of the ANSI Z 87 Standard.

Taking this precaution will help prevent substandard eyewear from being used in eye hazardous areas, thus reducing needless eye injuries and protecting that which we sometimes take for granted—our vision.

## Two Goals Achieved

Promotions, reenlistments and awards highlighted the 14th anniversary of commissioned service of the guided missile cruiser USS Gridley (CG 21), homeported in San Diego, Calif.

During the recent ceremony, 21 crewmembers reenlisted, and 32 were promoted, including one meritorious promotion. One officer was augmented into the regular Navy and 27 letters of commendation were presented to recognize individuals for superior performance.

The mass reenlistment resulted when Chief Navy Counselor K.L. Cowings suggested that 14 crewmen be scheduled to reenlist on the ship's birthday, one

man for each year of Gridley's commissioned service. By mid-December that goal had been reached and the program was still snowballing. The goal was changed to 21, matching Gridley's hull number.

Gridley was originally commissioned in May 1963. The ship was decommissioned in 1968 for a major weapons system update and recommissioned Jan. 17, 1970—now marked as the ship's birthday. The cruiser is named in honor of Captain Charles Vernon Gridley who, as commanding officer of the cruiser USS Olympia (C 6), received the famous order from Commodore Dewey to open the Battle of Manila when he said: "You may fire when you are ready, Gridley."





# Bearings

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## Albany's End in Sight

After 33 years of service to the fleet, USS *Albany* will be retired this fall. Commissioned into the fleet in 1946, *Albany*, (CA 123), named after the capital of New York State, was originally a heavy cruiser with a main battery of 8-inch guns. Twelve years later, when the fleet began to enter the missile warfare age, *Albany* underwent a major conversion. The ship's armament and superstructure were removed and she was refitted as a guided missile cruiser. After a three-year conversion, she became USS *Albany* (CG 10) in 1962.

Six years later *Albany* was again decommissioned, again to receive a "modernization."

Now, she faces her third and final retirement.

Currently the Flagship for Vice Admiral James D. Watkins, Commander Sixth Fleet, the guided missile cruiser heads up other 6th Fleet ships in the Mediterranean, guarding American interests in that part of the world. *Albany* proudly shows the American flag in many foreign ports, carrying on her mission of support and goodwill. Gaeta, Italy, has been her home port since 1976.

*Albany's* heritage goes back more than a hundred years. The first *Albany*, a 22-gun sailing ship, was commissioned in 1846. After participating in the Mexican-American War, the single-masted warship departed Panama

bound for New York in September 1854. She was never heard from again.

The second *Albany*, a 14-gun, steam-powered and sail-driven sloop-of-war, was built in 1864. Christened under another name, it was changed to *Albany* in 1869. She patrolled the North Atlantic until decommissioning in 1870.

The third *Albany* was solely steam driven. A gun cruiser built in Newcastle, England, in 1879, she was purchased by the United States in 1898 and commissioned *Albany* in 1900. In World War I, the third *Albany* escorted ship convoys across the Atlantic to Europe. She was retired in 1929.

The present *Albany* and her crew received the coveted Battle Efficiency "E" for 1978. She was also declared the



most outstanding Atlantic Fleet ship in anti-air warfare. Her engineering, operations, electronic warfare and damage control expertise also resulted special "E" awards. Thus, the present *Albany*, commanded by Captain Gerard J. Flannery, proudly closes out a chapter in the U.S. Navy's history.

## In a Split Second

A popular song asks, "Does anybody really know what time it is? Does anybody really care?" The U.S. Naval Observatory in Washington, D.C., knows the time within a microsecond (one-millionth of a second) and is now telling anyone who wants to know the time for the price of a phone call to Washington.

Since last November, the Naval Observatory has offered a 15-second message by telephone, providing voice announcements and markers for Eastern Standard and Universal Coordinated Times with continuous one-second ticks. The phone number is (202) 254-4950 (commercial) and 294-4950 (autovon).

The Naval Observatory began this service because more and more electronic equipment depends on accurate time of day information for initial start-up and continuous operation.

According to the Observatory, clocks can easily be set to a fraction of a second and millisecond (one-thousandth of a second) precision can be achieved if telephone line delays (typically 25 milliseconds for North America) can be determined.

Time signals are also available from the National Bureau of Standards radio station, WWV, by commercial telephone (303) 499-7111.

## Seabee College



The "White House" is now granting college credit.

Don't call 1600 Pennsylvania Avenue, however. The "White House" in this case is the Naval Construction Training Center (NCTC) at Port Hueneme, Calif.

Recently, NCTC became the first West Coast Navy technical training school to be accredited by the Western Association of Schools and Colleges (WASC).

Accreditation means NCTC has met the stringent guidelines of WASC. As a result, Seabees successfully completing any course offered at NCTC can

transfer credits to other accredited schools and colleges. For example, a Seabee completing Builder class "A" school can earn eight credit hours toward a vocational certificate; completion of Builder class "C-7" school (Journeyman) can earn 30 hours toward a vocational certificate or five hours toward a baccalaureate.

Accreditation by WASC confirms that the quality of education and training at Naval Construction Center, Port Hueneme is on a par with community and junior colleges throughout the nation. ↓





# Navy Rights & Benefits

## Morale, Welfare and Recreation

*First-time visitors to Navy installations or ships often are amazed at the self-contained situation. Within the station's gates or ship's skin a miniature community supplies nearly every service a well-run community provides.*

*As part of these services, the Navy provides local Morale, Welfare and Recreation (MWR) programs (ashore and afloat) supported by an annual budget of close to \$370 million. Clubs, movies, recreation centers, hobby shops, golf courses and swimming pools are some of the more visible evidence of these recreation benefits, but they are only part of the picture. As a Navy member, you and your family can take advantage of other recreation benefits through programs such as the Navy Library System, the Armed Forces Professional Entertainment Program Overseas and the USO.*

*This article—No. 7 in our series on*

*Navy Rights & Benefits—describes the nature and scope of these programs. They are divided into three categories: facilities (including messes) and services under Navy MWR programs; command support services; and other MWR activities available to you as a military member.*

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### Navy MWR Programs

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Appropriated and non-appropriated funds form the financial base for the Navy's MWR programs.

Congress appropriates funds as part of the annual federal budget for the basic MWR needs of the military community. During recent years, as the level

of appropriated funds remained stable, the cost of providing quality recreational services increased. As a result, non-appropriated funds—your dollars—have come to play a larger role in supporting MWR programs.

Primary sources of non-appropriated funds are portions of Navy Exchange Resale System and Ships' Stores Afloat profit dollars, and fees and charges levied for use of various recreation facilities or equipment. Every time you purchase an item at the exchange or ship's store, you receive more than just an approximate 20 percent price break—you help pay for your recreation programs.

Recreation (special services), open mess and consolidated package store operations are financed substantially (over 80 percent) with non-appropriated funds (NAF). Congressional support through appropriated funds (APF) pays for the remaining 20 percent.

All earnings of the Navy Exchange Resale System which are not required to finance exchange operations are used to fund recreation programs. Fifty cents of each local exchange profit dollar goes to the local recreation fund. The rest passes to BuPers-controlled Central Non-Appropriated Funds (NAF).

In recent years, rising costs and other factors including changes in wage laws affecting NAF employees' salaries decreased the buying power of the Navy Exchange profit dollar by as much as 18 percent. Thus, to maintain or improve the quality of recreation programs and facilities, major changes in financing and managing Navy recreation had to be initiated.

In the mid-seventies, shore activities were tasked with meeting certain levels of self-sufficiency by charging realistic and reasonable fees for services with revenue-generating potential. While these fees are still below those charged by the civilian sector for similar services, this source of income compensates for the decline in purchasing power of the Exchange profit dollar.

Central Non-appropriated Funds exist solely to supplement local recreational operations and serve as equaliz-

ing sources of money. These funds are divided into four accounts: General Recreation (or Central Recreation); Officers' Messes; Enlisted Messes; and Consolidated Package Stores.

Individual Central NAF are maintained in support of the individual types of recreational activities. That is, money assessed from enlisted messes is used to support other enlisted mess needs and is not used to help build a bowling alley. Each of the BuPers-controlled funds performs several key jobs in helping finance operations for its respective activities. For example, through a process of grants and loans, the funds' prime task is to supplement the financial needs of individual activities at the base or shipboard level. In FY 78, over \$21.3 million (mostly grants) were provided directly to ashore and afloat recreational activities.

A portion of the Navy Exchange profit dollar constitutes the bulk of the Central NAF income. Other sources include loan repayments, interest on

short-term investments, ships' stores assessments, mess and package store assessments, slot machine assessments and residual funds (balances of recreational funds of decommissioned ships or activities). Among other things, the Central NAF support construction and renovation of bowling alleys, handball courts, swimming pools, clubs and other types of recreational projects - 121 different facilities were improved during FY 78 at a cost of over \$17 million.

### Navy Open Mess System

Clubs operated under the Navy Open Mess System are a unique benefit. Unlike civilian clubs, they have the flexibility to meet the social needs of a diverse segment of the population. And you, the patron, own the club and keep this valuable MWR facility operating.

Navy Open Messes provide social and recreational facilities, meals and refreshments for officer and enlisted

personnel and their families. (Officers, Open Messes provide essential meal service as a secondary function.)

From a family night buffet to music for a rock 'n roll enthusiast, these clubs cater to the needs of Navy personnel and their families.

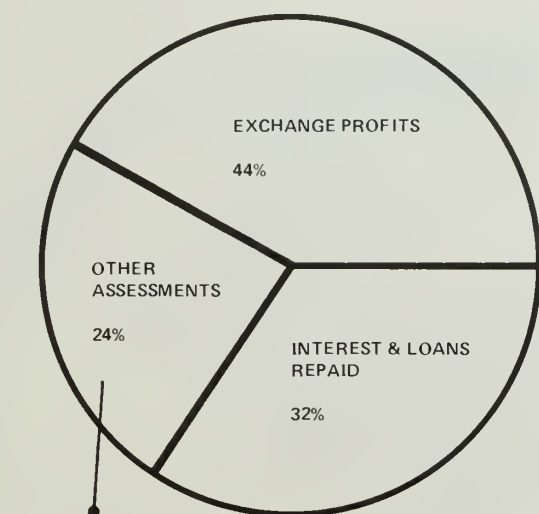
The Navy Open Mess System includes:

|                                          |     |
|------------------------------------------|-----|
| Commissioned Officers' Messes Open ..... | 98  |
| Chief Petty Officers' Messes Open .....  | 63  |
| Petty Officers' Messes Open .....        | 15  |
| Enlisted Messes Open .....               | 100 |
| Consolidated Messes Open .....           | 41  |
| Consolidated Package Stores .....        | 114 |

Clubs are operated on a non-profit basis, but must be self-sustaining to the extent that they meet all debts and liabilities with enough leeway to add improvements or expand services as necessary.

## Central Non-appropriated Funds - FY 1978

WHERE IT CAME FROM  
\$40 MILLION



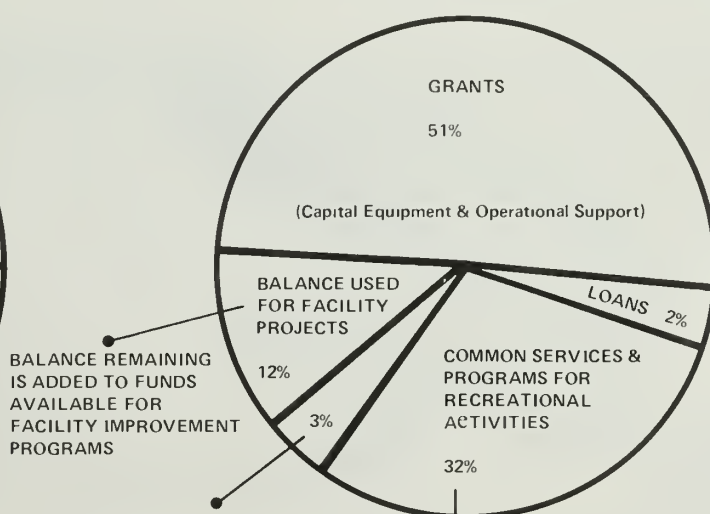
MESS & CPS SALES - 1%

SHIPS STORES SALES - 3 to 4%

MISCELLANEOUS PROFITS - 25%

ASHORE MOVIE ADMISSIONS - 42¢ ea.

WHAT IT WAS USED FOR  
\$40 MILLION



BALANCE REMAINING IS ADDED TO FUNDS AVAILABLE FOR FACILITY IMPROVEMENT PROGRAMS

RECREATION SERVICES DIVISION SALARIES, TRAVEL ETC.

INSURANCE  
BENEFIT PLANS  
FACILITY DESIGN  
ACCOUNTING/BANKING  
TRAINING  
FIELD ASSIST VISITS



# Navy Rights & Benefits

You can take an active part in the operation of your club through an advisory board. You can voice your opinion through your command's representative, or attend meetings yourself.

Each year, messes in each of the five categories compete for the Secretary of the Navy Mess Awards which are co-sponsored by the International Military Club Executives' Association. The top five messes are selected through judging in areas such as quality and scope of services and atmosphere.

## Recreation

Each activity tailors its recreation program to suit its situation, taking into account the size of population, financial resources, mission, patron interest, geography and the availability of facilities and activities in the surrounding community. These factors may vary, but the basic elements of a recreation program are present at any Navy installation. It would be impossible to list every service or piece of equipment available through Special Services. What follows is a general overview of a variety of services.

- **Auto Hobby Shops.** You may be an ace mechanic or just enjoy tinkering under the hood on a Sunday afternoon.

Special Services can help turn your talent into real savings in auto repair. Auto hobby shops provide facilities, equipment and tools to perform general automotive repairs and preventive maintenance. Many shops provide equipment for numerous jobs, ranging from engine overhaul to auto painting. If you are a novice and want to learn, Special Services may offer seminars in auto repair and related projects. Usually, the Navy Exchange maintains a resale outlet near the auto hobby shop so you can buy repair parts at exchange prices.

- **Recreation Centers.** Special Services offers a variety of services and equipment through recreation centers—everything from snack bars and pool tables to bowling lanes and hobby shop facilities for a variety of arts and crafts.

If you have a hobby or want to develop one, you'll usually find the help and equipment you need at most stations. More than 30 different hobbies are included in the Navy-wide hobby crafts program. Photography, ceramics, woodworking, leatherworking and electronics are but a few of the more popular ones. You won't find all of them aboard any one station, but you'll

be surprised at the wide range at even the smallest activity.

When a recreation complex includes a bowling center, you can expect both open and league bowling as well as other levels of competition such as intramural and intercommand. These centers are equipped to support any aspect of the sport from shoe rental and locker storage to pro shop resale and workshops.

- **Golf.** In addition to an 18-hole golf course, some activities also have miniature golf, pitch-and-putt, and driving ranges. As in most Special Services programs, instruction is usually available if you would like to get into the sport, or just improve your game. Golf pro shops can give you a good price on equipment, or you can rent what you need for a small fee.

- **Swimming pools.** Special Services operates base pools and ensures the availability of qualified lifeguards. In addition to competitive and age-group events, many locations offer water ballet, synchronized swimming, diving or water safety courses.

- **Marinas.** Larger installations support water oriented activities through marina facilities. Services marinas may include, but are not limited to: power and sailboat rental or check-out, boat repair, launching ramps, equipment or ski rental, regattas and competition, and courses in various aspects of seamanship (boating safety, skiing, sailing, etc.)

- **Outdoor Recreation.** A softball game, a day of picnicking or two weeks of camping—Special Services operates areas for these activities at many locations. You may rent or sign out camping equipment, trailers and fishing gear for use on or off base.

- **Dependents' Recreation.** Many activities sponsor programs designed specifically to meet the needs and special interests of young people and dependent spouses. These may include teen centers, youth summer programs, child care centers, excursions, social functions or special interest classes.

- **Entertainment.** Whether listening or performing, you may have access to a variety of entertainment programs,



social activities and the arts through little theater groups and choral groups.

- **Shipboard Recreation.** When your ship pulls into port, the entire spectrum of that host base's Special Services is available to you. Aboard ship, Special Services activities are available in many forms—ships' picnics, athletic events, organized tours or movies. Facilities are limited but your morale, welfare and recreation is considered just as important as any other life-sustaining service.

This increased awareness of the importance of recreation has lead to many changes. Forexample, during last year's Fleet Habitability Conference in San Diego, a representative from BuPers' Special Services was included as a participant. In other areas, MWR needs are being considered on the ground level—while still in blueprint stage, a ship's design now incorporates planned recreational spaces.

The Navy Special Services program managers intend to improve more than just future trends in shipboard recreation. They are looking to today's ships

and ways to better serve the crew.

Officers are assigned MWR responsibilities as a collateral duty. Special Services developed a training course to help prepare these officers for their duties, covering such subjects as how to program activities, maintain funds, and generally, how to obtain full use of the dollars available to a ship.

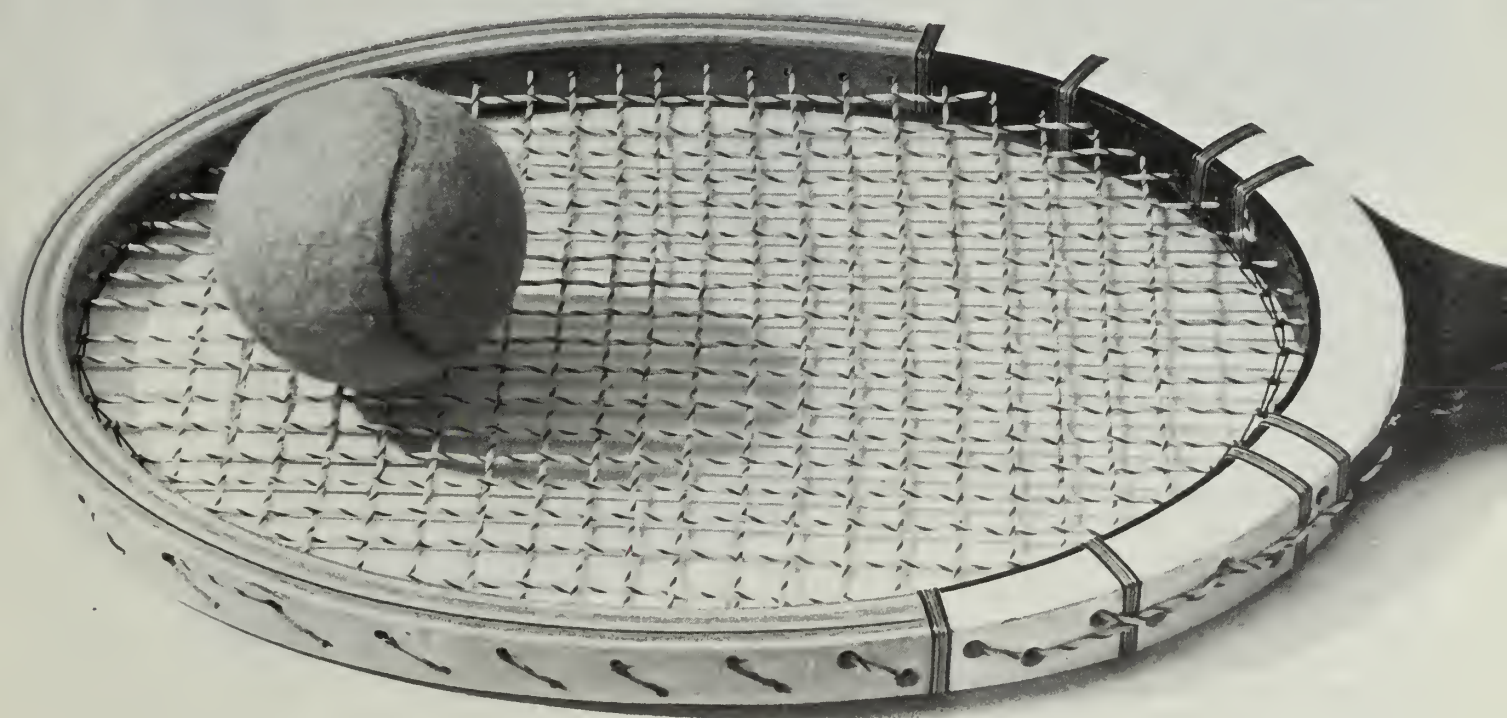
BuPers Special Services also is working now to standardize the recreation equipment allowance list for ships. This approach ensures that the types and amounts of recreational equipment a ship should have on board is allocated.

Another project BuPers Special Services instigated to improve shipboard recreation opportunities is now operational aboard USS *Independence* (CV 62). While the ship was in overhaul, Special Services advisers came on board, and through a Self-Help program, transformed three compartments into a physical fitness facility with isotonic, isometrics and aerobics exercise programs all taken into consideration. Similar projects are next planned for

USS *Enterprise* (CVN 65) and USS *America* (CV 66).

- **Special Interests:** To meet special recreational patron interests, base special services activities normally provide information on community, state, federal and commercial recreation events, facilities and programs. Often you can obtain discount or free tickets through Special Services for tours, shows or sporting events. Other services in this category may include TV repair, animal care or vehicle rental.

- **Sports Program:** The Navy Sports Program, like all other recreational functions, is set up on a voluntary off-duty basis. On Jan. 1, 1979, a regional sports program replaced the All-Navy competition program, returning the primary emphasis to maximum participation at local base/ship level. This change is not only more cost effective, but also minimizes participants' time away from commands. Fourteen regions were established to permit at least one higher level of competition above the local base or ship. Participa-





# Navy Rights & Benefits

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tion in the Navy Sports Program is restricted to those who have been on active duty for more than 90 days, including Coast Guardsmen and other service members who are serving on a naval base or ship. Each region is allocated a dollar amount from the Central (General) Recreation Fund to defray the costs related to hosting and conducting area and regional championship Interservice competitions still exist but Navy participation is limited to those sports which lead to international competitions. They include basketball, boxing, wrestling, volleyball, track and field triathlon, and slow pitch softball. From interservice competitions, Navy participants could continue on to the Olympic Games, Pan American Games, or even to competitions conducted under the *Conseil International du Sport Militaire (CISM)*.

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## Navy Motion Picture Service

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Movies remain the most important form of recreation on board our ships. Annually, the movie program costs approximately \$4 million in appropriated funds and \$2 million in non-appropriated funds.

Regardless of size, almost every ship and station in the Navy has the capability to show movies. It is intended that each sailor have the opportunity to see four or more different movies each week.

Providing movies for submarines, hundreds of ships and stations pose some knotty logistic problems. Under present arrangements, regular feature movies, sports subjects, as well as older classic movies and special short subjects are procured by the Navy Motion Picture Service, which sends more than 300 new prints to the fleet each week. More than 30,000 full-length feature movies are available through 22 Fleet Motion Picture Exchanges, making the Navy's system one of the largest film libraries in the world.

You can enjoy a first-rate movie at your command's theater for a minimal fee. Isolated overseas location and ships show movies free of charge.

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## Command Support Services

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Historically, the first books that sailors took to sea were navigational aids. The first libraries designed specifically for sailors considered only the moral condition of seamen—it was believed that their spiritual salvation was imperative.

In 1821, the warship USS *Franklin* acquired a library—the first Navy ship to do so—purchased by the crew. By World War I, the Navy Department had assumed official responsibility for the Navy General Library Program.

Today, the library program, under the control of the Chief of Naval Education and Training Support (CNETSO), provides over 500 afloat and nearly 200



ashore libraries with an inventory of more than two and one-half million books. Every ship has a library of sorts from a paperback book collection updated monthly aboard a minesweeper, to the 10,000-volume library maintained aboard the carrier USS *Eisenhower* (CVN 69).

Some shore libraries offer the Auxiliary Library Service Collection to patrons. Made up of about 2,000 volumes, this collection is available to any sailor who cannot get a book of professional interest in his particular ship or station library. When requested, such a book can be sent through the mail directly to the sailor.

Many libraries also subscribe to a rental service as an inexpensive method of keeping current bestsellers on their shelves. The value of this program increases in significance when space is limited—books that have proved unpopular may be returned instead of taking up valuable space.

Other services a shore library may offer include a “swap” shelf for those who wish to exchange their own paperbacks for something new: a current magazine section; equipment for listening to tapes or records; and even typewriters or other equipment such as duplicating machines to which a sailor may not normally have access.

The newest service available through general libraries in a super 8mm film program with 4,000 films available through general libraries ashore. Libraries in major ports have projectors available for loan to ships while in port. Technical guidance to ship and shore general libraries is provided by Navy Regional Libraries in Groton, Conn.; Norfolk, Va.; Charleston, S.C.; San Diego and San Francisco, Calif.; and Pearl Harbor, Hawaii.

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## Other MWR Activities

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The Armed Forces Professional Entertainment Office (AFPEO), provides quality live entertainment primarily for young enlisted people who are located in remote and isolated areas

overseas at which entertainment activities are extremely limited or nonexistent.

AFPEO, a joint service command, works in conjunction with the United Services Organization (USO). USO selects approximately one-half of the touring groups and pays half of the \$40 per day living allowance for the groups they choose. These acts are billed as a USO show. AFPEO auditions and selects the remaining groups which then travel under the banner of *DOD Showcase*. With the exception of part of the living allowance USO provides for the groups they select, DOD bears all costs related to living allowances and about 90 percent of transportation costs, with overseas commands picking up the tab for the rest.

AFPEO members, which include a Navy representative, travel extensively to audition potential touring groups. In addition to talent, AFPEO members look for other things—flexibility, good working relationships between entertainers, and the ability to establish rapport with an audience. While on the road, these groups, usually with five to seven members, normally perform at least twice a day, six days a week. Shows are presented free of charge and are open to all military regardless of grade or service, and their families. Performances are usually presented in the base theater, auditorium or gym and normally do not interfere with base club operations, unless no other suitable performance site is available.

When selecting groups, AFPEO also looks for variety to ensure a cross section of entertainment—everything from easy listening and top 40, to hard rock and country and western. Each group member receives \$40 a day for living expenses (\$280 weekly), limited exchange privileges and emergency medical or dental treatment during the tour. In FY 79, 107 groups are scheduled to go on 4-to 6-week *DOD Showcase* or USO tours at a cost of nearly \$1.8 million. The circuits they will travel include Alaska, the Caribbean, Europe, the Mediterranean, Greenland and the Pacific, presenting an estimated 3,000 performances to nearly 600,000 service members and their families. Fifteen per-

cent of the groups will perform at Navy installations ranging from Diego Garcia to a sub tender at Holy Loch, Scotland.

In addition to “night-club” acts, *DOD Showcase* and USO also present groups such as Miss America or Miss Black America and their courts, or National Football League players on handshaking tours. AFPEO also retains the flexibility to present “specialty” or “fad” groups. For example, with the revival of the ‘50s sound in music, AFPEO scheduled several such groups for tours.

The United Services Organization for National Defense (later shortened to USO) was created early in 1941 to provide morale-supporting services to military men and women. This private organization is totally supported through contributions to the United Way.

Today, more than seven million service men and women and their families take advantage of world-wide USO services annually. Whether it's an extensive USO complex, like the one in Naples that serves more than 60,000 Sixth Fleet sailors each month, or a small information booth at an airport, USO volunteers are there to lend a helping hand.

In recent years, USO has changed to keep up with a changing military. Many of the programs have been shifted to place more emphasis on the young service member and family, helping them deal with the problems they face. One new project called “Outreach” offers such educational, recreational and Self-Help programs as “How to Find Jobs” seminars, budget management classes, or marriage and child abuse counseling.

USO facilities will vary, depending upon the area they serve. Discount or free tickets to area attractions, tours, recreational equipment, and free entertainment are just a few of the many services offered. ↓



# Mail Buoy

## It's How "U" Spell it

SIR: Thank you for the publication of our ship's picture in Stern Shots of the December 1978 *All Hands*. Please note the correct spelling of the ship's name is USS *Truxtun*.—B.A. Ewers, LTJG, USN.

## Wrong Coach

SIR: I noted an error in the January 1979 issue of *All Hands* on page 18. George Welsh is talking to George Kelly, an assistant coach at Notre Dame, not Dan Devine. Coach Kelly was my high school coach at St. Joseph's in South Bend, Ind., back in the mid '50s.—LCDR Karl R. Weigand Jr.

• Thanks for calling our attention to the Dan Devine flub in the January story on George Welsh. Too bad we couldn't have given George Kelly a little publicity.—ED.

## "Grainbelt Fleet"

SIR: In the January 1979 issue, I noted the article on the Great Lakes Cruise of 1978 which states, "For the first time in more than 15 years, people in the Midwest had the opportunity to see the Navy close up..." which is in error.

From 1974 until June of 1976, three Patrol Gunboats (USS *Asheville* [PG 84], USS *Crockett* [PG 88], and USS *Marathon* [PG 89] were "homeported" in the Chicago/Great Lakes Naval Training Center area. During the two years they were on the 'Lakes, these PGs visited and participated in many cities' celebrations. On the trip from Chicago/Great Lakes in June 1976, several Canadian ports were visited. The "Grainbelt Fleet Gunboats Riders" may spot you two years but not 15.—YN2 R. M. Osmond, USNR-R.

• Thanks for bringing the oversight to our attention. You're right about the Grainbelt Fleet—during the two years that the three gunboats were based at the Great Lakes Naval Training Center, they did indeed participate in many celebrations and port visits.—ED.

## Bell-Bottoms

Sir: I have read with interest several articles on bringing back the bell-bottoms. I'm an E-5 and as such cannot wear my bell-bottoms. Is there anything in the wind for those of us E-5 and above who would like to wear the bell-bottoms?—OT2 Barry L. Widell

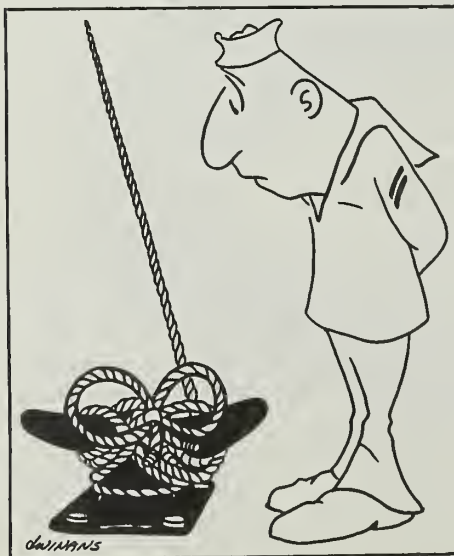
• A decision recently made by the CNO and published in NAVOP 22/79 provides that E-5 members who were issued or purchased the jumper style blue uniform while serving in a lower paygrade may continue to wear the uniform as E-5s. A final decision on the uniform for E-5s and E-6s will be made after further evaluation of fleet experience and a survey of the preferences of E-5s and E-6s.—ED.

# Reunions

• U.S. Naval Academy Band—Reunion July 14, 1979, in Annapolis, Md. Contact Jim Dent, 103 Old Country Rd., Severna Park, Md. 21146.

• USS *Skipjack* (SSN 585)—Reunion July 20-22. Contact EMCS (SS) D. Jacobsen, Naval Submarine School, Box 700, Code 51A, Groton, Conn. 06340.

• United States Submarine Veterans—Convention July 26-28, 1979, in New York. Contact Wesley H. Aldag, 226-73 129th Ave., Laurelton, N.Y. 11413.



• USS *Seahorse* (SS 304) Reunion Aug. 1, 1979, in Mobile, Ala. Contact Paul E. Alexander, 4050 Travona St., Redding, Calif. 96001.

• USS *Cavalla* (SS 244)—Reunion Aug. 1-4, 1979, in Mobile, Ala. Contact Rudy Cieplenski, 8803 Kohler Rd., Sauquoit, N.Y. 13456.

• River Patrol Force (Task Force 116)—12th reunion Aug. 12, 1979, in Norfolk, Va. Contact YNCS John C. Williams, P.O. Box 5523, Virginia Beach, Va. 23455.

• Naval Air Transport Squadrons, Inc.—3rd reunion/workshop Aug. 16-23, 1979, in Honolulu, Hawaii. Contact Alvin R. May Jr., 1015 W. South Ave., Independence, Mo. 64050.

• USS *Craig* (DE 201)—3rd reunion Aug. 17-19, 1979, in Milwaukee, Wis. Contact Duane Engeldinger, 5401 W. Lincoln Creek Drive, Milwaukee, Wis. 53218.

• USS *Topeka* (CL 67)—Reunion Aug. 17-19, 1979, in Virginia Beach, Va. Contact James W. Wilson, 618 Abbott St., Muncie, Ind. 47303.

• USS *Medusa* (AR 1)—Reunion Aug. 19, 1979, in San Diego, Calif. Contact Granvil H. Jones, 3780 Leland St., San Diego, Calif. 92106.

• PT Boat Veterans—Reunion Aug. 30-Sept. 4, 1979, in Phoenix, Ariz. Contact P.T. Boats, Inc., P.O. Box 109, Memphis, Tenn. 38101.

• USS *West Virginia* (BB 48)—Reunion Sept. 1, 1979, in Long Beach, Calif. Contact Mike Kotsmith, 27624 Eldena Drive, San Pedro, Calif. 90732.

• LST 395—Reunion Sept. 1-3, 1979. Contact Frank A. Gaeta, 3141 Via Papeeta, San Diego, Calif. 92154.

• USS *Reid* (DD 369)—Reunion Sept. 21-23, 1979, in Buffalo, N.Y. Contact Robert T. Reed, 1537 N. 59th St., Milwaukee, Wis. 53208.

• Seabees—26th Naval Construction Battalion reunion Sept. 27-30, 1979, in Menominee, Mich. Contact Harry Friedrich, 3671 Mockingbird Lane, Dayton, Ohio 45430.

• USS *Wharton* (AP 7)—Reunion Oct. 4-7, 1979, in St. Louis, Mo. Contact George H. Howlett, 110 Central Avenue, Malden, Mass. 02148.

• Association of Naval Aviation, Inc.—Convention Oct. 18-21, 1979, in Jacksonville, Fla. Contact CAPT W.M. Gortney, USN (Ret), P.O. Box 621, Orange Park, Fla. 32073.

# Stern Shots

The helicopter has been around for more than three decades. What was once an oddity in the skies is now a common sight. Below are three old-timers and three fairly recent models. See if you can identify them.

A



B



C



D



E



F



Answers: A — CH-46A; B — HRP-1; C — SH-3A; D — XHJD-1; E — HJP-1 and F — TH-1L

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# ALL HANDS

JULY 1979

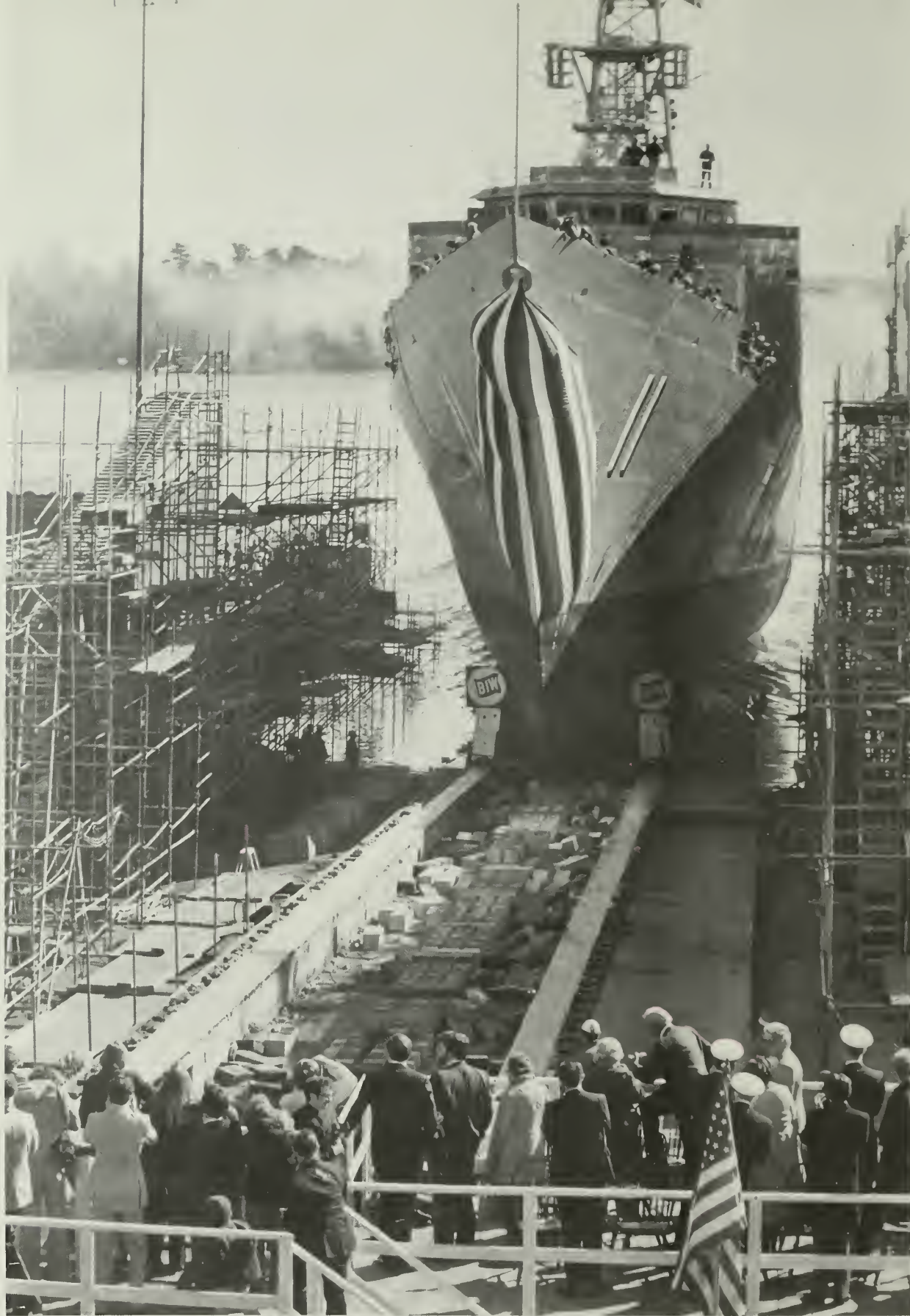
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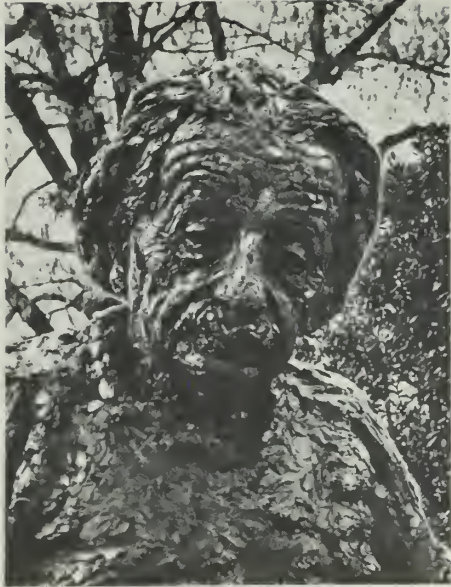
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Aboard USS Dewey  
Also - Paths to a  
Commission

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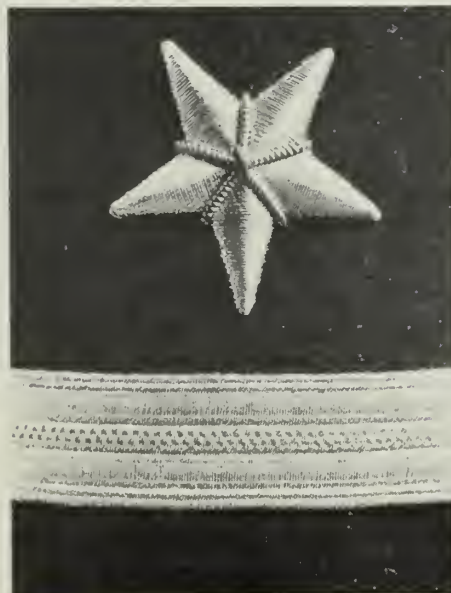
*Named after one of the U.S. Navy's more colorful admirals, the guided missile frigate Clark slides down the ways at Bath Iron Works, Bath, Maine. The 445-foot warship honors Admiral Joseph J. (Jocko) Clark of World War II fame. The ship, designed for defense against submarines, aircraft and surface ships, was christened by the admiral's widow, Olga, of New York City. (Photo by Ron Farr.)*



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# ALL HANDS

MAGAZINE OF THE U.S. NAVY — 56th YEAR OF PUBLICATION  
JULY 1979 NUMBER 750

Chief of Naval Operations: ADM Thomas B. Hayward  
Chief of Information: RADM David M. Cooney  
OIC Navy Internal Relations Act: CAPT Robert K. Lewis Jr.

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Front: Working side by side, USS *Dewey's* MASN Gary LeFande (left) and MS1 Paulino Amancio help turn ordinary food items into savory dishes. See page 12. Photo by PH1 Terry Mitchell.

Back: A replica of the Navy's first airplane, the A 1, at Pensacola's Naval Aviation Museum. See page 32. Photo by JO1 Jerry Atchison.

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# Currents

## Navy Counselor Rating (NC)

The Navy is anticipating a need for Navy counselors in both fleet and recruiting commands. Increased emphasis on Navy retention and recruiting efforts will require an increase of 200 fleet billets during the next two years. Personnel with training and experience and/or interest in career counseling or recruiting should consider lateral conversion to the NC rating. Conversion to NC rating offers excellent potential for advancement, development of new skills and opportunities for highly rewarding duty. NAVOP 049/79 explains all factors considered for conversion to NC, outlines application procedures, and gives the requirements applicants must meet.

## SECNAV Best Mess Award Winners Announced



Later this month in Chicago, Ill., managers from the four best messes in the Navy will be recognized at a special ceremony at the International Military Club Executives' Association (IMCEA) conference. The awards will be presented by William Carroll, Special Assistant to the Secretary of the Navy for Manpower, Reserve Affairs and Logistics. The managers of the messes named are winners in the SECNAV Mess Awards Program for 1978. The Secretary of the Navy and the IMCEA co-sponsor the awards program. Winners are: Commissioned Officers' Mess, NAS Miramar, Calif.; Chief Petty Officers' Mess, NETC Newport, R.I.; Petty Officers' Mess, NAVSTA Rota, Spain; and Enlisted Mess, NAVSTA San Diego, Calif. Selection of the winners was made by an awards committee composed of representatives from the Bureau of Naval Personnel and the IMCEA, following on-site evaluations. The objective of the program is to promote excellence in Navy messes through recognition of activities which have shown outstanding service to their patrons, effective management and sound fiscal control.

## Educate for Enlistment

Many young people who seek enlistment in the military services fail the mental eligibility test given to all applicants because their basic educational skills are not adequate. To correct this, the Department of Defense and HEW's Office of Education have announced a pilot project to provide basic educational skills prior to enlistment. The program began last week at three selected locations: Houston, Texas; Memphis, Tenn.; and Albany, N.Y. In these areas, recruiters will encourage applicants who do not qualify for enlistment because of low test scores to enroll in remedial courses in English, math and reading. The applicants will also receive diagnostic testing and individually tailored instruction. Individuals who correct their educational weaknesses will be referred back to the recruiters where, to qualify for enlistment, they will still have to meet service requirements. This is the first program of its kind involving the coordination of DOD, the Office of Education and local learning agencies backed by their state departments of education.

## Surcharge Eliminated

The 10 percent surcharge for Japanese merchandise in the 1979 Navy Exchange Mail Order Catalog was discontinued effective April 22 as a result of continued price reductions. Payments received after April 22 which include the surcharge will be refunded. A list of items that have been reduced below the printed catalog price will be distributed soon.

## New Qualifiers for Battle "E" Ribbon Announced



If you were stationed aboard one of the ships or units listed below during the time frame shown, you're among the newest qualifiers for the Battle Efficiency Ribbon. The ribbon, which is a permanent award, can be worn by officer and enlisted crew members of ships or units that won the Battle "E" after July 1, 1974. This list of qualifiers includes winners in the last cycle of battle efficiency competition. OPNAV Notice 1650 of March 28, 1979, lists administrative procedures. Personnel permanently attached to or serving with the following ships between Oct. 1, 1977, and Sept. 30, 1978, can wear the Battle Efficiency Ribbon:

|                 |                       |                   |
|-----------------|-----------------------|-------------------|
| Albany          | Andrew Jackson (Gold) | Billfish          |
| Blandy          | Bowen                 | Charles F. Adams  |
| Coronado        | Damato                | Dash              |
| El Paso         | Francis Marion        | Francis Scott Key |
| Fox             | Francis Hammond       | Gray              |
| Hamner          | Harold E. Holt        | Hassayampa        |
| Kiska           | LCU 1652              | Long Beach        |
| Lynde McCormick | Paul F. Foster        | Peoria            |
| Prairie         | Racine                | Sample            |
| St. Louis       | Richard E. Byrd       | San Diego         |
| Silversides     | Skipjack              | Voge              |
| Virginia        | William C. Lawe       |                   |

Personnel attached to the following ships during the period July 1, 1977, through Dec. 31, 1978, can wear the Battle Efficiency Ribbon:

|                 |                  |              |
|-----------------|------------------|--------------|
| Badger          | Blue Ridge       | Bradley      |
| Bristol County  | Bronstein        | Brooke       |
| Brunswick       | Constant         | Fulton       |
| G. P. Lipscomb  | Harry E. Yarnell | Holland      |
| John F. Kennedy | Johnston         | Kamehameha   |
| LCU 1661        | Mahan            | Manitowoc    |
| Moinester       | Mount Whitney    | MSB 16       |
| Oak Ridge       | Petrel           | Portland     |
| Preserver       | Puget Sound      | Takelma      |
| Towers          | Tulare           | White Plains |
| Wichita         | Worden           |              |

The following winners of the Battle "E" have earned Battle Efficiency Ribbons for crew members stationed there between Oct. 1, 1977, and Sept. 30, 1978:

|         |         |        |
|---------|---------|--------|
| VS-22   | VA-15   | VA-65  |
| VAW-124 | VF-32   | VQ-4   |
| VC-10   | HS-3    | HSL-32 |
| NMCB-3  | NMCB-74 | VP-24  |
| RVAH-1  |         |        |

Personnel attached to the following units between Oct. 1, 1976, and Sept. 30, 1978, are eligible to wear the Battle Efficiency Ribbon:

|        |        |         |
|--------|--------|---------|
| VA-305 | VF-302 | VR-53   |
| HC-9   | VP-60  | VAQ-208 |



## FY 80 Officer Promotion Zones Released



Promotion zones for the FY 80 Officer Selection Board have been released by the Chief of Naval Personnel. The junior officers in the promotion zones and junior officers eligible for selection below the zones are listed below for the unrestricted line. Restricted line officers are in the zone if they are senior to the junior URL officer, staff corps officers are in the zone when their running mates are in the zone.

| Selection To | Junior in Zone                 | Junior Eligible                  |
|--------------|--------------------------------|----------------------------------|
| CAPT         | CDR R. D. Thomas<br>(5358-30)  | CDR W. A. Efird<br>(5715-90)     |
| CDR          | LCDR J. R. Steel<br>(20032-60) | LCDR D. S. Wallace<br>(20493-70) |
| LCDR         | LT H. D. Hopkins<br>(54017-50) | LT R. S. McDonald<br>(55990-50)  |

Listed below are the junior officers in the zone for line limited duty officer selections. Staff corps limited duty officers are in the zone when their running mates are.

| Selection To | Junior in Zone                 | Junior Eligible                |
|--------------|--------------------------------|--------------------------------|
| CDR          | LCDR G. E. Wood<br>(20277-74)  | LCDR E. E. Sears<br>(20355-20) |
| LCDR         | LT T. P. Hormuth<br>(53399-50) | LT J.D. Lose<br>(55780-00)     |

For women officers of the line, the junior in zone and junior eligible are listed below. Women officers of the Supply, Chaplain and Civil Engineers Corps are in the zone when their women line running mates are.

| Selection To | Junior in Zone                  | Junior Eligible                |
|--------------|---------------------------------|--------------------------------|
| CAPT         | CDR S. L. Bostwick<br>(5425-45) | CDR J. A. Weber<br>(5523-45)   |
| CDR          | LCDR C. C. Wylie<br>(20018-48)  | LCDR K. O'Brien<br>(20333-08)  |
| LCDR         | LT C. S. Wright<br>(53609-00)   | LT L.A. Campbell<br>(55610-00) |

## Officer Promotion-Percentages

Promotion percentages for officers being considered by FY 80 selection boards have been released by the Chief of Naval Personnel. In the unrestricted line for promotion to captain, up to 60 percent may be selected with up to 10 percent of selectees from below the zone. Promotion opportunity to commander is 80 percent and up to five percent may be picked from below zone. For lieutenant commander, up to 90 percent may be selected and five percent from below the zone. Line limited duty officer commander selection is 80 percent with five percent selection possible from below zone. For lieutenant commander, the promotion opportunity is 90 percent with five percent from below zone. However, on Sept. 30, 1979, the Navy's authority for considering LDOs below the zone expires. Therefore, the LDO below zone opportunity is contingent upon congressional passage of proposed relief legislation before the boards convene. For women line officers in the zone for captain, up to 75 percent may be selected and below-zone maximum is 10 percent. For commander, the promotion opportunity is 80 percent and below-zone picks can be up to five percent. Up to 90 percent of women line officers in the zone for lieutenant commander may be selected and five percent can come from below the zone.

## '79 Sailors of the Year

Sailors of the Year Named. . . . The FY 79 Sailors of the Year were announced in NAVOP 78/79. The Atlantic Fleet Sailor of the Year is PH1 William H. Miller Jr., USS *Spruance* (DD 963); the Pacific Fleet Sailor of the Year is IC2(SS) Tommy L. Couch, USS *Gurnard* (SSN 662); and the Shore Sailor of the Year is EN1(DV/PJ) Robert R. Schamberger, Naval Coastal Systems Center, Panama City, Fla.

## New Detailer Record Line Established

Ever have trouble getting through to your detailer? Or, have you misjudged the time zones and reached Washington after hours? Now, you can call and leave a message on a new telephone message recording service installed recently by the Naval Military Personnel Command (NMPC). The service is intended to be used by all personnel having urgent or time sensitive matters and who were unable to contact their detailer during normal working hours. Offices, NMPC codes and AUTOVON numbers for officer and enlisted detailers are as follows:

| Office                             | NMPC Code | AUTOVON  |
|------------------------------------|-----------|----------|
| Force Master Chief                 | 4C        | 291-5656 |
| <b>Officer Assignment</b>          |           |          |
| Surf LCDR                          | 411       | 291-5935 |
| Surf JO                            | 412       | -6013    |
| Aviation LCDR/JO                   | 432       | -5623    |
| Major Staff/MAAG/<br>MSN/MILGRU    | 442       | -6062    |
| SUB/NUC Power<br>Assign/Placement  | 421       | -6025    |
| <b>Enlisted Assignment</b>         |           |          |
| Seabee/Diver/EOD/<br>UDT/SEAL      | 401       | 291-5766 |
| Engineering                        | 402       | -5780    |
| Nuc/Strategic/Weap-<br>ons/AUX/STS | 403       | -5823    |
| Aviation                           | 404       | -5834    |
| Admin/Deck/Supply                  | 405       | -5727    |
| AAW/ASW/COMM/<br>OPS               | 406       | -5843    |
| HM/DT                              | 407       | -5708    |

When necessary to use commercial lines, the prefix is (301) 427-XXXX.

## Ney Winners

Ney Awards. . . . The following ships and activities have been named the first-place winners in the annual Captain Edward F. Ney Memorial Awards program for 1979: USS *Detector* (MSO 429); USS *Lockwood* (FF 1064); USS *Duluth* (LPD 6); USS *Kitty Hawk* (CV 63); Naval Communication Area Master Station, EASTPAC, Wahiawa, Hawaii; and Naval Air Station, Patuxent River, Md. The award is presented for unequalled achievement in overall enlisted dining facility operations. (See page 12 for story about Navy cooks.)



# Feeding the

BY JO1 DAN WHEELER

"Serve God, love one another, and preserve your victuals," English naval commander Sir John Hawkins admonished his crew before setting sail in 1562. These were the "big three," faith, love and food—and a goodly supply of each was essential for a successful voyage.

Sir John reasoned that faith would preserve the mind throughout interminable hardship under way; love would engender harmony and quell seditious thoughts; and food, of course, would restore vitality sapped by the rigors of sea duty. Predictably, faith sometimes faltered and love turned to hate—neither failing, however, caused significant loss of life. The culprit—more deadly than storms, war or bo'suns—was bad food.

Survival without eating was impossible; so were the "victuals." Lack of proper food caused more illness and death among early sailors than anything else. Between 1600 and 1800, scurvy, an easily preventable vitamin deficiency disease, killed more than a million seamen. (By comparison, during participation in nine wars over a period of 200 years, the U.S. Navy lost 130,000 people to all battle-related maladies.) Add to that million the uncounted thousands of deaths the world over directly traceable to improper diet, unsanitary food preparation, and deficient storage facilities, and the importance of good food to a navy is apparent.

"There is a common proverb, that nothing will poison a sailor," wrote Nathaniel Knotts in his 1634 edition of *An Advice of a Seaman*. Obviously aware of the adage, "old Navy" administrators took it to heart. For instance, early 20th century U.S. Navy cookbooks contained this advice: "The presence of wormholes in coffee should not occasion its rejection...since they generally indicate age, weigh nothing and disappear when the coffee is ground."

Navy doctor Captain Louis H. Roddia wrote in *A Short History of Nautical Medicine*: "The hardtack aboard naval vessels was often hard as flint and all too frequently infested with weevils. Knocking the bread against the edge of the mess table to remove weevils was a regular practice and the noise made by this procedure was as regular a sound at meal time as the rattle of mess gear...indeed the sailors regard bread not infested as suspicious...too bad for even the weevils to eat."

CAPT Roddis later found some confirmation for seamen's suspicions, when, in 1914, he was called upon to survey some hardtack issued during the Spanish-American War in 1898—of course, it was 16 years old by then. "They closely resembled rotted cedar shingles," the doctor wrote, "and when

crumbled, the powder was like sawdust *and not a weevil was found.*"

Similar stories are told about salt beef. Frequently, it wasn't of high quality nor carefully cured or aged. Some salts who who were handy whittlers claimed that when the meat was allowed to dry, it could be carved into small boxes. The boxes were then shellacked and the salts swore no one could tell them from those made of fine mahogany. Clearly, a career in Uncle Sam's early Navy was only for iron men with steel stomachs.



# Fleet

The 19th and 20th century Navy offered a severely limited selection in its messes because of a lack of preservatives other than salt and brine. Moreover, the food available was generally poorly prepared by “chefs” who had everything in their cooking except their hearts. If menus varied at all from day to day, changes were superficial—beans substituted for rice, or salt beef for salt pork.

Cooks had no use for such culinary conventions as recipes or measuring spoons. They tossed whatever they fancied into the stew with little regard for individual tastes or seasoning



preferences. If, by chance, one had a special dish favored by the crew, its ingredients remained a secret the cook carried to his grave.

## There're Meals and There are *Meals*

A Navy like ours, accustomed to steaks, eggs-to-order, and a wide variety of nutritious foods, would no doubt consider physical action if served the typical meal on an old Navy “good feeder.” Savor this day's ration aboard USS *Portsmouth*, sloop-of-war, in the late 1800s.

| <i>Breakfast</i>                         | <i>Lunch</i>                                  | <i>Dinner</i>                               |
|------------------------------------------|-----------------------------------------------|---------------------------------------------|
| prunes<br>hardtack<br>molasses<br>coffee | corn pone<br>salt horse<br>hardtack<br>coffee | cracker hash<br>hardtack<br>molasses<br>tea |

Compare that to a day's ration aboard USS *Hunley* (AS 31), a 1978 Ney Memorial Award winner, and vow never again to complain about being served roast beef twice in the same week.

| <i>Breakfast</i>                                                                                                                                                                                           | <i>Lunch</i>                                                                                                                                                                         | <i>Dinner</i>                                                                                                                                                                            |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| buttered grits<br>fried eggs to order<br>breakfast steaks<br>grilled ham slices<br>minced beef, toast<br>hash browns<br>hot cakes, waffles<br>hot syrup<br>pastry bar<br>French toast<br>coffee, tea, milk | tomato soup<br>roast turkey<br>stuffed fish<br>mashed potatoes<br>oyster dressing<br>natural gravy<br>buttered carrots<br>asparagus<br>pastry bar<br>salad bar<br>assorted beverages | bean soup<br>beef sukiyaki<br>roast of veal<br>veal gravy<br>steamed rice<br>snowflake potatoes<br>buttered broccoli<br>pastry bar<br>salad bar<br>assorted breads<br>assorted beverages |

| <i>Speedline</i>    |                                     |                                       |
|---------------------|-------------------------------------|---------------------------------------|
| chicken noodle soup | creole spaghetti<br>fried egg rolls | assorted pizzas<br>assorted beverages |

Given *Hunley's* typical daily menu, it's not surprising that the Navy spends \$235 million a year on food. Sailors consume enough food annually to feed a medium-sized city—26,400,000 pounds of beef, 2,600,000 pounds of coffee, 8,200,000 dozen eggs, and 19,500,000 pounds of potatoes, to list a few biggies.

Even on a local level, the figures are impressive. During one quarter of 1978, the crew of USS *America* (CV 66) consumed 11,087 pounds of bacon, 22,755 pounds of chicken, 16,596 gallons of milk, 27,054 pounds of bread, and 7,182 bottles of catsup. Obviously, today's sailors like plenty of good food and the Navy sees they get it.

“I believe we give men and women of our all-volunteer Navy a variety of food items they prefer,” said Captain Henry

*Navy chow at Little America Station in the Antarctic; a lot of things have changed in 30 years, but the need for freshly baked bread isn't one of them.*



# Feeding the Fleet

E. Hirschy Jr., SC, commanding officer of the Navy Food Service Systems Office. "NAVFSSO's (pronounced Nav-Fisso) job is to provide the best food available within the limits prescribed by the Navy Ration Law, thereby ensuring high morale and sustaining the Navy's reputation as the best of the military feeders."

To do that, NAVFSSO provides technical guidance to all enlisted, CPO and officer dining facilities afloat and all enlisted dining facilities ashore.

Additionally, NAVFSSO sets overall Navy foodservice policy, provides menu guidance, recipe services, financial reporting assistance, dining facility planning and mess management training.

## (Re)Searching for Good Food

"Old Navy" veterans would be shocked at the foods offered today's volunteers. Modern Navy fare, ranging from Newport fried chicken to steaks-to-order, is far from the slapdash affairs depicted in comic strips and old war movies. Recipes are the carefully planned products of scientific research, constant testing and tasting, scientists, food technologists, dietitians, and home economists at the U.S. Army Natick Research and Development Command in Massachusetts.

"Natick runs the research and development program for everything from protective clothing to Custom foods," CAPT Hirschy said. "Anything along food lines which NAVFSSO wants researched is sent to Natick. They worked on the fast food project aboard USS *Saratoga* and are now examining other projects such as the use of ID cards in lieu of signing in at ashore dining facilities, automated food service systems for shipboard use, freeze-dried foods, combat meals and the hydroponic farming at Argentinia, Newfoundland.

"The Argentinia project," the captain said, "is currently one of our most interesting experiments. Hydroponic farming is a process of growing fresh vegetables through the use of liquid mineral solutions and special lighting. It has application in areas with unfavorable weather for growing crops year round. The entire operation can be handled by one person and currently the Intensive Agriculture Unit there is producing enough produce to provide two salads daily for each of the 200 people who eat in Argentinia's dining facility."

Natick is also studying the development of an automated foodservice record-keeping system to eliminate repetitive, cumbersome record-keeping tasks aboard ship, and an automated system to analyze dining facility menus for caloric and nutrient content. Both projects are expected to be fully developed by 1982 and implemented fleetwide shortly thereafter.

The armed forces have led the way in developing freeze-dried foods because they can be easily prepared under combat conditions and require much less space aboard ship than unprocessed foods. "Milk, for instance, is a bulky item with a relatively short shelf life," CAPT Hirschy said. "We finally have a new dried milk product being tested on submarines and, so far, sailors indicate they like it as much as the milk they've been drinking all their lives."

Foods such as dried milk are called "Custom" foods—

Convenient Uniform Space-saving Tailored-to-taste Operationally-efficient Manpower-saving product. Custom foods conserve storage space, an essential requirement aboard ship, because all are canned, frozen, compressed and dried, or freeze-dried. Additionally, they are energy-efficient products because many require little or no preparation other than the addition of hot water.

An amazing feature of Custom foods is that, once prepared, they taste fresh and lose none of their original texture. Some currently in use in the fleet are coffee (freeze-dried), green peas (dehydrated, compressed), and shrimp (freeze-dried). Another to be introduced soon is shelf stable, dehydrated celery (glycerol or gum-treated) and similar vegetables in which crunchiness is a must. Natick has long been able to "Customize" that type of food, but only recently have they been able to restore the crispness which is lost in the drying process.

## Books for the Cooks

"The goal in our operation is excellent food served in a pleasant atmosphere," CAPT Hirschy said.

A major step in ensuring excellent food Navywide was taken in 1902 with the introduction of the first Navy cookbook, a skimpy volume containing less than 100 recipes. Reaction by foodservice people to this invaluable aid was less







than favorable—most cooks considered a mandatory recipe book an invasion of their culinary privacy. It and succeeding cookbooks continued in use for 44 years and the standardization they brought steadily improved Navy chow.

Cookbooks, however, had several drawbacks—they were unwieldy to handle while trying to mix ingredients for hundreds of portions; they could be easily misplaced, even incorporated in the stew; and recipe revision, deletion or addition was impossible without printing a new edition.

So, in 1946, the Navy introduced the Navy Recipe Service, a collection of 5- by 8-inch recipe cards listing the exact proportions of ingredients required to feed 100 people a given dish. In 1962, it became the Navy-Marine Recipe Service, and continued acceptance and expansion brought about the Armed Forces Recipe Service in 1969, used now by all services.

With 1,450 recipes—each tested in the kitchens at Natick—the Armed Forces Recipe Service incorporated standardized weights and measures and easy-to-understand directions on color-coded cards for food preparation. Sixty-five “how-to” cards were also added. They contain information useful to

*The delicious cycle of feeding the fleet: bringing on stores as aboard these WWII subs, cooking the food and the payoff—good food at very reasonable prices.*





# Feeding the Fleet

MSs, such as how to adjust a 100-portion recipe to feed any number of people.

Each recipe, if followed exactly, produces an appetizing dish. "What makes the difference in foodservice from one ship to another is command interest and 'TLC' of foodservice personnel," CAPT Hirschy said. "One MS, for instance, can make a super steak every time while another always ruins it. The end product reflects the motivation of the cooks and the foodservice management at their command."

## Thinking Thin in the Galley

Navy interest in weight control has led to an ongoing "Think Thin" campaign in the galleys. "The Navy is basically a group of healthy individuals who are responsible for maintaining their fitness," CAPT Hirschy said, "but we at NAVFSSO offer guidance for streamlining standard menus so commands can provide nutritious and tasty foods for dieters. Think Thin menus include all basic items, but exclude high calorie extras like sauces, gravies, pastries and high-cal toppings."

Think Thin menus are the backbone of the low-calorie system and many commands regularly serve meals with an ample selection of diet items for weight watchers. NAVFSSO periodically publishes tips on offering low calorie items and methods of making Think Thin meals appetizing. Some ships even list the calorie content of menu items on their weekly menu plans.

"I don't see our getting into a low-calorie food program per se; however, we do try to offer a wide selection so that people can find food to meet their individual needs," CAPT Hirschy said. "We get a lot of queries about vegetarian menus too, so we try to make ample non-meat products available. Still, the bulk of the foods served are those our studies have shown Navy people prefer most—steak, eggs-to-order, fried chicken and milkshakes."

## Training the Team

Many of today's MSs started in the scullery and, through on-the-job training, became food service management experts. That, of course, is one way to learn the rating; formal training in one of the Navy's 18 MS schools is another.

Formal "schoolhouse" training is available at bases all over the country; curricula range from basics taught in Mess Management Specialist Class "A" School in San Diego to Commissary Store Operations taught at the Meat and Produce Management School in Norfolk. Regardless of how much formal training a person receives, nothing can replace on-the-job experience enhanced by a visit from the Navy Food Management Team.

The Navy Food Management Team concept began more than 25 years ago with a Field Food Service Team of one supply officer and three commissarymen operating out of

Norfolk. From that beginning, there are now five specialized cadres (located in Norfolk, Va.; Charleston, S.C.; Mayport, Fla.; San Diego, Calif.; and Pearl Harbor, Hawaii) consisting of senior MSs and hospital corpsmen (for sanitation instruction) who visit ships and shore stations to help commands with food service problems and conduct training sessions.

"These are the trainers who go out and assist the fleet on location," CAPT Hirschy said. "They are not inspectors; they



*A chocolate nut sundae fixed the "way you like it" brings a smile of anticipation to the face of this USS L.Y. Spear's (AS 36) crewman.*

are teachers. They brief the CO on their findings and that information goes no further. The job requires travel all over the world and, I think, it epitomizes where an MS who knows his job can go in the Navy."

A regular assistance visit lasts two weeks, though shorter visits may be arranged to accommodate schedules. During their stay, members roll up their sleeves and teach "do as I do" techniques of menu planning, food preparation, foodservice

equipment operation, accounting procedures, sanitation, food item requisitioning and issue procedures. Team members answer questions about foodservice problems, advancement, retention, and other professionally related subjects.

In addition to OJT and formal training, NAVSUPINST 4061.11D mandates the Standards of Food Service. Altogether, the instruction lists more than 300 dictates which foodservice people must be aware of and strive to attain.

Some are:

- Menus for all three-day national holidays will feature dishes known to be crew favorites.
- A different a la carte breakfast menu will be featured each day.
- Maximum use will be made of draperies, wall paneling, acoustical overheads, murals and other decorative motifs.
- Coffee urns will be of adequate size to ensure freshly brewed coffee for patron demands.

### The Challenges of Tomorrow

A World War II veteran would be hard pressed if required to recommend improvements for Navy foodservice today, especially after eating a meal on a Ney Memorial Award-winning ship; yet improvements will be made.

"We have some challenging and exciting programs that will do very much to enhance overall foodservice in the Navy," CAPT Hirschy said. "The Intensive Agriculture Unit in Argentina shows great promise for expansion to other areas and we are planning an a la carte operation at all continental U.S. shore stations. They will be similar to the one being tested at Alameda, Calif., where Navy people are permitted to purchase only the items they want in the dining facility instead of having to buy an entire meal."

Additionally, NAVFSSO is working on more programs to upgrade qualifications of foodservice personnel and consequently make Navy food even better. Perhaps the biggest challenge will be replacing out-dated equipment on a peacetime budget. Advances are being made in that area through self-help programs administered by local commands. Research at Natick continues to produce new and better foods and NAVFSSO is working closely with the Bureau of Medicine and Surgery to improve menus for weight control, nutrition and sanitation.

"We are continually striving to eradicate any conditions that might jeopardize the health of our crews and thereby reduce combat readiness," CAPT Hirschy said. "NAVFSSO is constantly seeking innovative improvements to accommodate food preferences of our Navy men and women. I'm excited about the possibilities. I have no doubt about our ability to ensure that our Navy remains the best fed and healthiest in the world." ↓





## They Eat Better Than They Do at Home

BY JO1 DAN WHEELER  
Photos By PH1 Terry Mitchell

It was 9:15 a.m.

Less than two hours earlier, USS *Dewey's* (DDG 45) crew had eaten a breakfast of eggs-to-order, grilled ham, hot buttered grits, juice, toast and coffee. More food was the furthest thing from their minds as they turned-to in Charleston, S.C.

Not so, however, for Mess Management Specialist Third Class Dave Adkins, acting starboard watch captain—he thought of nothing else. Only two hours and 150 pounds of uncooked chicken parts stood between him and the first wave of hungry crewmen, each expecting a lunch of “Southern fried chicken” with all the trimmings.

Perhaps, if Adkins had time to consider how much had to be done by 11:15, he would have been worried. But he didn't. Since 4:30 a.m. he'd been hustling to prepare breakfast; now, even with the morning clean-up about done, there was still no time for a breather.

He pulled a recipe card from a box of more than a thousand. Within minutes his hands were covered with pre-seasoned flour and the first batch of chicken breasts were turning crispy brown in the deep fat fryer. MS3 Roy Keil and MSSN Gary LeFande—also on duty—were chopping vegetables, bacon and hardboiled eggs for the salad bar; preparing garnishments of celery stalks and dyed potato slices; whipping potatoes and doing the dozens of little chores which make or break a shipboard meal.

As quickly as one job was finished, there was another to be done—throughout the morning the pace never

let up. Hissing steam, rising temperatures, 1MC announcements and constant traffic through the galley would have frayed the nerves of amateurs, but these professionals cooked on, chatting among themselves as they went. After all, this was just another routine day in *Dewey's* galley. Pierside or under way, it would have been no different.

Far from feeling like the proverbial slave over a hot stove, Adkins was enjoying himself. “I love to cook,” he said. “I started when I was 16 in a little place called Bill's Grill in Xenia, Ohio, my hometown. Now, at 27, cooking is in my blood.” With no more effort than it takes to button a shirt, Adkins twisted dozens of chicken wings into compact units and rolled them in the seasoned flour.

“Cooking is what I do best and I guess I'll be doing it the rest of my life.” He dropped another handful of chicken into the fat, shook the basket to prevent sticking, and turned again to the raw wings.

By 10:30, Keil had moved alongside Adkins and began helping with the chicken. LeFande was still preparing items for the salad bar. “It takes one man all morning to chop enough to stock the salad bar,” LeFande said. “Then the job's still not done—you have to keep restocking it throughout the meal. Stuff like bacon and croutons goes fast.”

Keil was wearing the orange-striped shirt which all of *Dewey's* MSs wear. But, while most wear white foodservice caps, he wore a green “helmet” of paper which covered not only the top of his head but all of his face except for eyes and nose. “Those of us who have beards have to wear this type of cover,” Keil

said, “so there isn't any chance of getting hair into the food. Of course, all of us—foodservice men included—have to keep our hair cut short, fingernails clean and maintain a neat personal appearance.

“At 10:30, either the messdeck master-at-arms or the leading chief inspects the foodservice men. He keeps an eye on us MSs all of the time.”

At exactly 10:30, about 15 foodservice men were lined up in the enlisted dining facility as MSC Edgar Aldridge, the leading MS chief, inspected for shaves, haircuts, clean uniforms, and cuts that might be subject to infection. Five minutes after the muster, MSC Aldridge dismissed them: “All of you try to get a little more polish on those boondockers. I don't mean they have to be spit-shined, but some wax from time to time will stop them from rotting. OK? Finish setting up for lunch.”

As lunchtime approached, the last baskets of chicken were fried to perfection and stacked on top of a layer of bread in a serving tray. “That's a trick I learned in MS ‘A’ School in San Diego,” Adkins said. “The bread absorbs the grease and keeps the skin crisp.” He also learned how to use the Armed Forces Recipe Service cards, recipe conversion techniques, how to use galley equipment and cooking tools, and several other quality control procedures.

One of the most important quality control measures taught to MSs—and the one most frequently ignored—is the

*Remaining cool when faced with 230-degree steam is second nature for MS1 Amancio. Here, he makes the spaghetti tastier by adding just the right amount of water to wash away accumulated starch.*









use of standard recipe cards. "Contrary to what some MSs think," said MSCS Mario Ignacio, a member of the Navy Food Management Team in Charleston, "failure to use the Armed Forces Recipe Service usually hurts, rather than helps, the meal because it's easier to make a careless mistake. Once in a great while," he said, "a cook improves on the recommended recipe. However, more than 20 years' experience has shown me that 98 percent of the recipes are excellent if followed to the letter."

Though Adkins has prepared Southern fried chicken hundreds of times during his four years in the Navy, he still

refers to the recipe card. "Follow this card and you can't go wrong. Sure, there are some chicken recipes I like better than this one," he said as he waved the orange card, "but it's designed to please the majority and it will."

Then, moving a tray of hot chicken to the serving line as the foodservice men lifted the partition separating the galley from the enlisted dining facility, he said, "Following those cards, however, won't ensure well-prepared food. Only personal pride can do that. If I didn't take pride in what I do, I wouldn't be good at anything. That's my secret of quality control."

Every duty day, each MS puts himself and his work on the serving line. He stands before the crew as if to say, "This is what I've cooked, and I alone am totally responsible for the results."

"I couldn't face the crew like that," Adkins said, "if I hadn't done my best."

Sometimes, even your best is not enough. "Sailors are hard to please," said MSC Felix Cabanting, another member of Charleston's Navy Food Management Team. "I've heard them complain about everything, but most sailors are eating better on *Dewey* than they eat at home. Even on *USS Hunley* (AS 31), a Ney Award Winner in 1978, sailors complain about the chow. And *Hunley* has a wider selection of properly prepared foods than most restaurants!

I'd rate it as satisfactory, maybe less," said a crew member who had been standing in the chow line for about 10 minutes. "It's not that bad," said another, "but it sure ain't all that good either!"

As if following an inviolate Navy tradition, sailor after sailor either damned the cooks and food with faint praise or complained about such things as: "I don't like butter. I like margarine and we never get any." Then a brave soul said, "The food on this can is about the best I've eaten since I joined the Navy."

Their courage bolstered as the grasp of peer pressure began to loosen, several sailors conceded that the food was good and the cooks tried hard to please them. "I'll tell you this," said Fire Control Technician (Missiles) Third Class Dave Dallas, "a lot of sailors here say they don't like the chow, but when 'lunch for the crew' is passed there's always a long line and people running to be first. I complain too—who doesn't?—but I never miss a meal."

An hour later, foodservice men work-



*Clockwise from top left: MSSN Young prepares another tray of bacon for the oven. MS2 Mangayao, wardroom pantry watch captain, adds some final touches before a meal is served to Dewey's officers. MS1 Amancio adds more ingredients into the potato whipper. MS3 Adkins (left) and MS3 Keil form a mini-assemblyline to flour the chicken*







ing the scullery had proof positive of how the crew really feels about *Dewey's* meals. "We rarely have more than half a trashcan of garbage after any meal and most of that's water and coffee," said one scullery hand. "After feeding 380 people, that seems to say that something is being done right in the galley."

One of an MS's few rewards for a job well done is a word of appreciation from the crew after they've eaten some "good chow." According to the MSs who have been around for a while, crew members generally fall in one of three categories and tend to stay there: Those who say they like the meal; those who say the food was rotten; and those who never say anything. "The last group," Adkins said, "is, by far, the largest."

This situation probably accounts for the widespread feeling among *Dewey's* MSs that they are taken for granted by those they serve. It seems to them that everyone expects to eat on time, be served their personal food preference, and to get it three times a day, day in and day out.

"Most people don't say a thing about the meal until we prepare something which isn't exactly to their liking," MSC Aldridge said. "The number of complaints go up after we've been at sea for awhile; a lot of crew members are just blowing off steam they built up somewhere else. What they don't seem to remember is: every day—every day of the week, regardless of schedules—the MSs have to prepare three meals. We're like a DK who has to hold payday for the crew three times a day.

"Not even holidays bring relief," he said. "There's an old saying about Holiday Routine among the cooks: 'Yea, it's Holiday Routine all right—holiday for the crew; routine for the cooks.'"

Lack of appreciation and long hours tend to turn some MSs into cynics. "I used to think it was great being a so-called 'unsung hero,'" said MSSN Kenneth Young. "But after you bust your

tail 16 hours a day, month after month, you realize that you're not an unsung hero—you're just another unknown soldier."

When the praise does come, it doesn't go unnoticed. "Hell, man," said MS1 Paulino Amancio, "when you say you like the meal, that makes my day."

Fortunately for MSSN Ron Pettitt, a former machinist's mate, he didn't switch rating to MS for the compliments. "I knew a good thing when I saw it," Pettitt said. "I like the liberty." In some shipboard ratings, a statement like "I like the liberty" would be considered less than the reflection of a 4.0 attitude. But, in the MS rating, few could stand the pace without what is known in galley parlance as "Five and Two."

As used aboard *Dewey*, "Five and Two" means that each MS works for five straight days and then gets all or part of two days off. Then he works two straight days and gets all or part of five days off.

"The schedule is basically the same whether under way or in port," MSC Aldridge said. "However, when *Dewey* is under way, the cooks may work extra hours because the entire crew eats every meal. That's the only chance we have to get all of the MSs on board at the same time to do such things as repainting the enlisted dining facility and other habitability work. Also, when under way, we have a night baker who works all night baking bread, pastries and desserts.

What the baker bakes and what the MSs cook is determined by the leading chief. He has to write the menus, predict the right amount of food to break out for each meal, and stay within the ship's food budget. While each responsibility is important, operating within *Dewey's* \$70,000-a-quarter budget is probably the most difficult to do without arousing the wrath of the crew.

"Meat is supposed to account for about 50-60 percent of your daily budget," MSC Aldridge said. "Say that amounts to \$400 a day, for instance, and you want to serve steak which will run you \$500 for a single meal. What you have to do is plan the other meals that day and the next day using less expensive meats, like ground beef, so you can balance out.

"We are faced with a problem, no matter what we serve," he said. "We know we can't please everyone, so we try to serve high acceptability items like steak, cheeseburgers, and fried chicken as often as possible. Liver and cold cuts, both low acceptability items, are served as little as possible."

Calculating "acceptability" is more complex than simply listening for the yuks and wows. A formula is used; the unknowns are taken from records compiled after each meal. Each day MSC Aldridge gives the watch captain a Food Preparation Worksheet on which he has already copied the day's menu for each meal, special instructions for preparation, the time each dish should be prepared, and the number of portions to cook. Before the watch captain gets the worksheet, MS3 Harry J. Wells Jr., *Dewey's* Jack-of-the-Dust has already lugged the boxes and cans required from the storerooms below to the galley and adjusted his inventory.

At the completion of each meal, the watch captain fills in his part of the worksheet. He records how many people actually ate, how many portions are left over, and any other information which would be helpful to the chief in calculating acceptability. "If we were serving steak for supper and 90 people showed up instead of the 225 the chief had predicted," MS1 Amancio said, "he would want to know that there had been an early liberty. On the other hand, if a lot of people showed up for liver, it might be significant if it was the day before payday."

MSC Aldridge considers all of these things when planning his six-week menu. Every Monday a new seven-day menu is posted at the head of chow line and those meals are served whether in port or at sea. The only thing that could possibly change spaghetti to cold cuts would be General Quarters.

When *Dewey* goes to GQ, the cooks close the drains in the galley, set condition Zebra, get into battle dress and continue cooking the next meal...if it is something which can be served as battle rations. Usually they know whether the crew will have to be fed on station, fed under relaxed battle conditions in the enlisted dining facility, or fed in small groups in the facility. Everything is

*Clockwise from top left: Garnishments take only a little time, but add a lot to a meal—MSSN LeFande shows his artistic talents with celery and dyed potato slices. Ladling potatoes into a serving tray is hard work—one of many chores the crew never sees. Dewey's serving line in action during the noon meal.*



hunky-dory if either of the last two is the case; if feeding is on station, something has to be prepared which will fit in a "box lunch."

Unlike some Navy ships, *Dewey* doesn't publicize special meals other than the traditional Thanksgiving and Christmas Day affairs. "Just because we're serving spaghetti, we don't call it 'Italian Night,' " MSC Aldridge said. "However, we do serve ethnic dishes from time to time and the ones the crew likes most, we serve frequently."

Birthday meals are another story. They're special and they're publicized in the plan-of-the-day and over the IMC. Once a month, the MSs prepare a lunch of steak and baked potatoes for crewmen celebrating birthdays. "The meal isn't for the whole crew; that would take something away from it," the chief said. "It's just for them. They get to eat 30 minutes early and I imagine a lot of bargaining goes on that day because each guest of honor gets to bring a friend."

Birthday celebrations for officers fall under the jurisdiction of the wardroom mess. If there is one, the cook who bakes the cake is an MS taking his turn at wardroom pantry duty. Six of *Dewey's* 17 mess management specialists work in the wardroom and the others rotate there as the chief dictates.

"The pace up here is slower than that in the enlisted dining facility," said MS2 Manny Mangayao, a former steward with 11 years' service. "We have to prepare meals for only 26 instead of more than 300, so we have a little more time for relaxation. One thing extra we do is keep track of the food drawn from the enlisted galley and the storeroom so it can be added to the wardroom bill each month."

Some things about the chow-slinger's rating never change. One of the good ones is liberty; one of the bad ones is equipment failure. At present, *Dewey*, a

20-year-old former DLG, has one freezer out of order, a compressor on order for the salad bar, and her potato peeler is on the blink.

"Let's face it," MSC Aldridge said, "getting foodservice equipment funded has always been a problem because it's a low priority item. A warship's mission is not to feed, but to fight; the money goes for engineering and weapons."

That fact could well be a disguised blessing from the training viewpoint. Who but a Navy cook could still put out a meal on time when faced with equipment malfunctions, out-of-date appliances, loss of steam, loss of power, or water hours? "This is a unique training situation," the chief said, "and I think it prepares a person for any type

of difficulty he might someday face in his work."

Experience, however, is not quickly acquired. It's gained gradually as an MS continues to do his job the best he knows how. Then, one day he discovers that tasting pineapple upside-down cake, for instance, isn't the only way to tell if it's been properly prepared. The texture tells him. The smell tells him. The color tells him. Even the uncooked batter reveals its secrets to the experienced eye.

"That's something you'll never be able to do unless you have great pride in your work," MSC Aldridge said. "We here on *Dewey* have that kind of pride and I think it shows in every meal we serve." ↓



*MSSN Ron Pettitt, a Dewey cook and occasional night baker, wears the foodservice cover required of those with beards.*

# Understanding the Navy Ration Law

"Why can't we have steak and lobster every Friday night? They're my favorites!" "How come the MidRats served on my ship always seem to be leftovers when I know there is plenty of 'good' food on board?" To find the answers to these and other questions, *All Hands* talked with Senior Chief Mess Management Specialist Mario Ignacio of the Charleston Navy Food Management Team who explained the Navy Ration System.

Q. What is a *ration*?

A. A ration is one day's legal allowance of food for one person. Three meals—usually breakfast, lunch and dinner—equal one ration.

Q. Who determines the amount of money the unit's Food Service Office (FSO) can spend to feed one person three meals for one day?

A. That is done by the Navy Food Service Office in Washington, D.C. NAVFSSO issues a directive each quarter which prescribes the money allowance each FSO can spend to feed one person a ration a day. The money allowance is called the Basic Daily Food Allowance (BDFA).

Q. Why must NAVFSSO re-evaluate the BDFA quarterly?

A. Because the cost of food items fluctuates from day to day. The only way the Navy can ensure that each ship and station will get enough money to feed their crews is by adjusting BDFA as needed. Some recent BDFAs were:

1 January-30 March 1979: \$3.36 per day per person

1 April-30 June 1979: \$3.41 per day per person

Currently, the \$3.41 per day BDFA applies only to overseas personnel stationed ashore and to personnel stationed in ships. Personnel stationed ashore within the continental United States are allotted \$3.30 per day. Ships which feed 149 or less at any given meal are allotted an extra \$.25 per day; sub-

mariners get an extra \$.45 per day regardless of the number fed.

Though the BDFA has been steadily increasing, that doesn't mean the FSO can afford steak and lobster every day. You have to remember that the cost of food has been steadily increasing. The BDFA just tries to keep pace.

Q. If the BDFA is \$3.41 per person per day and a ship has 250 enlisted people on board, what is the maximum amount the FSO can spend daily?

A. That is figured by multiplying the BDFA by the number on board: \$3.41 X 250 people = \$852.50. I still find it amazing that the Navy can serve three well prepared, balanced meals a day (which allow for serving "seconds") for that little money.

Q. What percentage of the BDFA is spent for each meal?

A. The proper percentage is 20 percent of BDFA for breakfast; 40 percent for lunch; and 40 percent for dinner. That works out to about \$.68 for breakfast, and \$1.36 each for lunch and supper.

Q. Referring only to sea duty, what is the definition of *in port*?

A. That means the ship is berthed or at anchor in the United States or overseas.

Q. If the ship is in port, can the FSO claim the maximum daily ration allowance for the entire crew?

A. No. In port, the FSO can submit a claim only for the number of meals and portions actually served. The FSO is required to accurately count the number of persons actually fed while the ship is in port and is only paid for that number of rations. That is why it is very important for the leading chief to accurately estimate how many members of the crew are going to eat in the enlisted dining facility at each meal while the ship is in port.

Q. And if the ship is under way?

A. Then it is assumed that all

members eat three meals a day and the FSO can claim the full ration allowance for each enlisted member on board who is entitled to be fed in the enlisted dining facility. It is not required that the actual number fed be counted. For accounting purposes, days at sea include the day of departure and the day of return, regardless of the time.

Also, during simulated cruises pier-side (Fast Cruises) the at-sea procedure for taking ration credit should be used.

Q. Some ships serve *night meals*; what are they?

A. Night meals are full meals offered to enlisted members who missed a meal during normal serving hours because of night watches or other duties. A person who has eaten three meals during normal hours is not entitled to a night meal. Any time night meals are served, the FSO can claim ration credit.

Q. What is the definition of *Mid-Rations* (MidRats)?

A. MidRats are food items such as soups, crackers, sandwiches, leftovers and other inexpensive dishes normally offered to sailors before assuming the mid-watch and to those who are being relieved.

Q. Can the FSO claim ration credit for MidRats?

A. No, because MidRats are offered to personnel who have already eaten breakfast, lunch and dinner during normal serving hours. The Ration Law specifies that only one ration credit per day per person may be claimed. This is why ships and stations cannot afford to serve expensive dishes during MidRats.

Perhaps with this information, it will be easier for sailors everywhere to understand why all of their favorite foods can't be served all of the time. The daily allowance for food is specified by higher authority and the food service officer must stay within his budget. Still, Navy people are the best fed sailors in the world.



# Bearings

## Aerial Target Tests

The Navy's new BQM-74C surface and air launchable aerial target is being tested at the Pacific Missile Test Center, Point Mugu, Calif. The new target is an improved version of the MQM-74C *Chukar* in use by the U.S. Navy and 11 allied nations.

The current test is the first of a three-phase program. These captive flight tests will evaluate how well the target can withstand the rigors of being attached to a high-performance aircraft.

Technical evaluations of surface and aerial launches will take place in the second phase, scheduled to run through August. Included will be some arrested landings and catapult launches to take place at the Naval Air Test Center, Patuxent River, Md.

The target will return to Point Mugu for operational evaluation, beginning in October, which will be conducted by the Operational Test and Evaluation Force.

The new BQM-74C will be used for various missions such as training pilots in air-to-air combat and as a target for anti-aircraft gunnery and surface-to-air missiles. It will also be used to simulate a cruise missile profile launched from beyond the horizon.

## Sharing the Ride

For families of the crew aboard USS *Guadalcanal* (LPH 7), it was an opportunity that doesn't come along very often.

They took part in the ship's 25-hour journey from Norfolk, Va., to the Philadelphia Naval Shipyard for a routine overhaul. In addition to her crew, *Guadalcanal* carried wives, children, cats, dogs and, instead of helicopters on her deck, there were cars, trucks, vans,

motorcycles and stacks of furniture. It was a change of home port that gave dependents the opportunity to spend a day and night aboard the ship that is home away from home for their Navy men.

"It was a great experience and I loved the chance to share that part of my husband's life," said one wife.

The several families on board *Guadalcanal* have since set up housekeeping in the Philadelphia area, where they will reside while *Guadalcanal* is in dry dock.

—JO3 Dean R. Sprague



## 'Gotta' Retire Soon

His features and his gray hair suggest that he's been around. He has, since 1943. Equipment Operator First Class Mickey Dunlop has spent 17 of his 52 years as a Seabee. More important, he started with the originals—the fighting Seabees of World War II.

Attached to Naval Mobile Construction Battalion 62, Dunlop isn't about to

let anyone put him on a shelf. He's in charge of rock-crushing operations at the Orote Point quarry on Guam; and every working day he puts his muscle against time and cranky machinery in the same steady way he's been doing his job for years.

Dunlop was 17 when he joined the Navy in 1943 in Seattle.

"I took boots in Williamsburg, Va. I don't know when I first heard about the Seabees," he said.

He was assigned to NCB 9 at Port Hueneme, Calif., as a Construction Driver Seaman Apprentice, and was deployed with the unit to Tinian. "We called our outfit plain old 'Nine.' There were so many damn battalions of Seabees back then I think they ran out of nicknames.

"When we got to Tinian there were snipers all around," said Dunlop. "And they were still there when we pulled out. At night we could see the lights from their cigarettes. Our night patrols weren't very effective.

"The Japanese would come down at night and steal supplies. Even with double guards, it didn't seem to matter. Those guys could sneak away with anything."

The Japanese eventually found their task hopeless and they began to surrender to the Americans in a slow but constant trickle. But, some of the snipers stuck around. Dunlop remembers when one Seabee was shot off a steam shovel.

"That shovel just kept spinning around and around until someone could finally get to it."

The battalion left Tinian in '45 and became part of the invasion force headed for Okinawa. "Supposedly, the Marines always went in before the Seabees, since we weren't to be used as front line forces," Dunlop said. "But you couldn't prove it by some of us. Orders

got mixed up and the Seabees got there *before* the Marines. We were welcomed by enemy fire."

Seabees grew accustomed to changing from their "we build" role to their "we fight" role on a moment's notice.

One night on Okinawa, Dunlop thought his number was up. Enemy troops had broken through the camp's

The young Seabees at Orote Point—some as young as Dunlop when he first enlisted—rib him about his age: "Hey old man! Get off that 'dozer before you have heart failure!"

Dunlop doesn't mind. He just asks the "kids" when they're going to learn the construction trade.

JO2 P.M. Callaghan

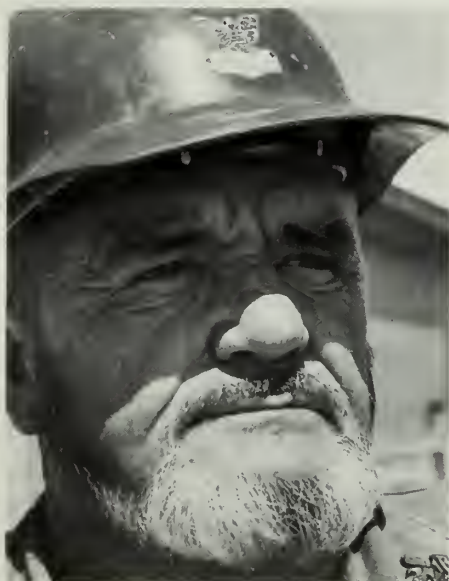
## Radar Echoes

Scientists at the Naval Research Laboratory in Wash., D.C., are build-

ing a unique radar system designed to help high-speed ships avoid floating objects in their path.

Radar echoes from floating debris such as oil drums, logs and other smaller articles normally cannot be detected by conventional radar, except in very mild sea states. As is usually the case, echoes from debris are masked by other echoes from a disturbed sea surface.

The new radar concept being developed at NRL permits sea-return echoes to be distinguished from echoes of rigid floating debris.



## Champ Visits

Heavyweight boxing champion Muhammad Ali recently paid a surprise visit to the guided missile destroyer USS *Cochrane* (DDG 21) in Sydney, Australia. Ali signed autographs for crew members of the Pearl Harbor

homeported ship and discussed his career and plans for retirement. Ali was in Sydney as part of a world exhibition tour and *Cochrane* was there to participate in a tri-national 7th Fleet exercise. With Ali are (l-r) *Cochrane's* commanding officer, Commander Mack C. Gaston; his wife Lillian; and Ali's wife Veronica.

perimeter and he wound up in a foxhole firing his carbine. "We came close to being overrun that time," he said. "I could see a lot of shapes, but no faces."

American planes could be nearly as dangerous. While Dunlop stood alongside a causeway, one of the *Corsairs* lost power, skipped across the water like a flat rock and slid onto the beach about 30 feet from where he was standing. "Happened every now and then."

Although Dunlop had some memorable times, "Home sounded awful good right about then." And in 1945 that's where he went, home to be discharged. Dunlop put on his Seabee greens again in 1948. Since then, he's been in and out of the Navy but says this is his last stint. "I'm getting too old—gotta retire sometime."





# Bearings

## First of a Kind

How do you go about awarding an insignia that isn't available? You make it yourself, that's how; and that's exactly what happened this March aboard USS *Nimitz* (CVN 68).

Last December the Chief of Naval Operations authorized the Enlisted Surface Warfare Specialist (ESWS) qualification program. Those Navy people meeting requirements are authorized to wear the silver cutlass breast insignia of an Enlisted Surface Warfare Specialist. However, the insignia wasn't available until late April.

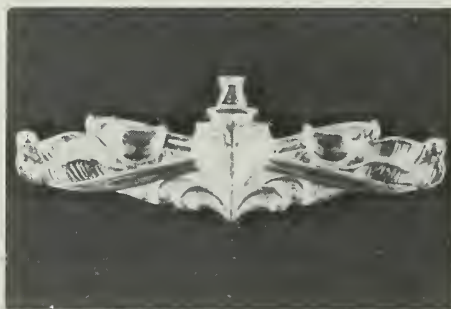
Since the pins weren't available, *Nimitz'* engineering officer suggested, half jokingly, that they be made on board. Twenty-two man-hours later, three gleaming, finished ESWS insignias were ready.

To make the pins, Dental Technician Third Class Leonardo Pina, used the "lost wax" technique, a centuries old process for casting metals in great detail. Basically, the technique involves carving a finely detailed original in wax, then encasing this original in the center of a block of a cement-like substance. A small hole is left in the block and, when the cement has hardened around the original, the block is heated to melt the wax which is then poured out of the hole.

Back through the same hole goes molten metal. This combination is placed in a centrifuge and spun at high speed to force the metal into the fine details of the cavity. When the whole thing cools, the mold is broken apart leaving a casting in the exact shape of the wax model.

Thanks to DT3 Pina's skill in this art, three of his shipmates—Chief Quartermaster A.J. Panko, Chief Boatswain's Mate L.D. Layman and Photog-

rapher's Mate Second Class K.D. Homedale—now proudly wear original evidence of their professionalism in surface warfare skills.



## 12 Years Without a Scratch

Flying P3-C aircraft, "Blue Dragons" of Patrol Squadron Fifty, homeported at Moffett Field, Calif., logged in their 90,000th hour recently, marking 12 consecutive years of accident-free flying.

VP-50's continued emphasis on safety earned the squadron a salute from Rear Admiral Charles O. Prindle, Pacific commander of Navy patrol squadrons, during a special celebration to commemorate the occasion.

## Visit to Paterno

Santa Barbara, Calif., and Paterno, Sicily, are some 8,500 miles, two seas and a significant cultural distance apart. Yet, they historically share the name of Saint Barbara, patron saint of Paterno and patroness of all cannoneers.

Navy men of USS *Santa Barbara* (AE 28), currently deployed in the Mediterranean, brought these two cultures together recently when they visited Paterno, a small inland community near the port of Catania. The visit followed an earlier trip by a number of

Paterno's citizens to the California city last year.

Navymen toured Paterno's city hall and shared lunch with members of the local government. Stops at Paterno's Norman Castle, the Church of Saint Barbara, and a pleasant excursion through town gave the visitors a view of Sicily not often found in her port cities. In return for their hospitality, *Santa Barbara* hosted several hundred visitors aboard ship the following day. School children were especially interested in a helicopter demonstration.

Citizens of Paterno also challenged *Santa Barbara's* "Saints" to compete in a variety of sporting events, a full-day affair that delighted spectators. Losing in basketball, volleyball, soccer and tying in baseball were a bit of a surprise to the "Saints," who had little idea the competition was going to be so tough.

Before saying goodbye, citizens of Paterno, the orange-producing capital of Sicily, gave the crew a bountiful supply of oranges. They also presented the ship with a beautifully framed portrait of Saint Barbara, a book on the history of Paterno and Sicily, and a



small replica of the Norman Castle. In appreciation, the sailors gave the Sicilians a plaque with the ship's seal and an assortment of pictures taken of the *Santa Barbara*. As a special gift, Paterno was given an American flag, which townspeople said they wanted to display at their city hall.

When the brief exchange between ship and city drew to a close, there was a bond of friendship and good feeling between the two—strong enough to suggest that the two cultures are, after all, not really that far apart.

## Helo Hop

Rising out of the morning fog, six HS-12 helicopters left San Diego recently for Norfolk, Va., and their new home with CVW-11, embarked in USS *America* (CV 66). They made the 4,000-mile journey in four days, with overnight stops at several Air Force bases to refuel.

In preparation for the cross-country trek, the squadron's maintenance crews spent weeks changing engines and going over each aircraft from top to bottom. To reduce weight, each helo carried minimum crew and gear.

As they flew over the mountain peaks of California and Arizona, thin air threatened the rotary engines. At these high altitudes, hail, sleet, freezing rain or snow could quickly weigh down the helos. The six finely tuned birds were unaffected, however, and the first leg of the midwinter odyssey ended without even a ruffled feather.

Passing over the wintry plains of Texas and the Mississippi Valley, rain shadowed their flight. As the airmen approached their destination, however, unseasonably mild temperatures greeted their touchdown at the Norfolk Naval Air Station.



## Eyes That Speak

Air traffic controllers at the Navy's Fleet Area Control and Surveillance Facility (FACSFAC) at San Diego monitor a 600,000-square-mile area over the Pacific Ocean and control about 250 to 300 Navy aircraft that enter this offshore area every day. A joint effort between the Navy and the Federal Aviation Administration (FAA) has now made this job a lot easier, safer—and faster.

Recently, FACSFAC became the first Navy facility to tie into FAA's National Airspace System at Palmdale, Calif. The San Diego facility, in fact, is the first non-FAA designed computer to tie into the FAA tracking system.

The high-speed computer interface system will relay to the Navy's FACSFAC computer all flight data on aircraft departing Miramar, El Toro, and other military bases in Southern California from FAA's Palmdale Control Center at the rate of 3,600 words per minute.

The FACSFAC facility is a fore-

runner of similar Navy installations on the East Coast that are scheduled to be automated within the next two years.

## Marine at the Helm

A Marine at the helm of a Navy ship is unusual to say the least. Tradition or not, Lance Corporal Curtis L. Coker, captain's orderly aboard the carrier USS *Saratoga* (CV 60), made up his mind to become a full-fledged helmsman.

From his first day on the bridge of "Sara," Coker wanted to be at the helm. He logged in 20 hours preparing for the test that would qualify him.

The night after he qualified, Coker was back on the bridge, this time working to become a "master" helmsman. Guiding a large ship during underway refueling operations, or when mooring or passing through straits can be a tricky business.

"It just takes time," said Coker, "but the first time is the hardest."

—JOSN B.J. Witkowski



# Who goes where and why

BY JO1 DAVIDA MATTHEWS

Few Navy jobs are as rewarding, yet as frustrating as being a detailer. Detailers are caught between fulfilling the desires of the men and women they serve and meeting the needs of the fleet.

On the average, each of the 180 detailers of the Enlisted Assignment Division, Naval Military Personnel Command (NMPC-4), located in Washington, D.C., is directly responsible for the careers of some 2,000 petty officers and designated strikers. (Enlisted Personnel Management Center, New Orleans, La., distributes all non-designated personnel, E-3 and below.)

The job detailers perform goes far past the 500 sets of Permanent Change of Station (PCS) orders they issue each day. Controlling the immediate futures of thousands of Navy men and women and their families is an exacting and demanding business.

"Detailing is more than just the actual writing of orders," said Commander J.J. Hanley, branch head for technical rating distribution (NMPC-406). "Each phone call, letter, special request or piece of official correspondence a detailer receives has to be researched and answered in a timely fashion. Situations change daily and everything a detailer does has to be on a short fuse."

In addition to their regular duties, detailers get involved in other assignments.

"They are the local, and most easily accessible experts," CDR Hanley explained. "They may be asked to make recommendations or review changes in a training program for their rate. Some serve on selection boards for E-7/9, Quality Control Boards, Humanitarian/Hardship Discharge boards—anything having to do with a particular rating means the detailer may be called upon for input."

*OSMC Charles Artis is never far from the telephone—and the explanations about who goes where and why.*



Selecting detailers—or those who serve as detailers—is, in itself, a serious business. The detailer selection process begins when the in-house detailer nears completion of his or her own three-year tour of duty. He or she screens the records of those available for PCS orders—all in the proper time frame. The detailer passes the records of the best candidates to the branch head who makes further recommendations. From there the division director makes a tentative selection.

"We then contact the candidate's command to ensure the candidate's performance has been sustained at the high level noted in the record," CDR Hanley said. "We also contact the individual concerned to feel out his or her attitude towards assignment in Washington.

"Detailing is a high pressure job—if the person has any misgivings, we want to know before we do any assigning."

Master Chief Operations Specialist Charles Artis has served for nearly two years as detailer for E-7/9 operations specialists (OS) and supervisor for the two detailers who assign E-6 and below. "The rewards in this job far outnumber the frustrations. There's a great deal of satisfaction when you can take what seems like an impossible situation and juggle things around so everyone comes out happy," OSCM Artis said.

"Of course, that doesn't happen all the time. There are billets in the Navy that are traditionally hard to fill. But those billets exist for a purpose. As detailers, one of our responsibilities is filling billets so a command or unit can continue to function smoothly.

"You may not enjoy telling people that they are going to a duty station where they don't particularly like to go, but it's part of the job and someone has to do it."

Almost as if to illustrate the master chief's comments, the phone rings. A senior officer aboard a ship homeported in Mayport, Fla., wants to know why his leading chief's request for extension of sea duty was denied. And if he can't stay on sea duty, why was the chief given orders to Dam Neck, Va., instead of the Jacksonville, Fla., area he wanted. Artis patiently explained the situation.

## WELCOME TO YOUR RATING CONTROL OFFICE

### WE CAN

- ADVISE YOU AND PROVIDE GENERAL INFORMATION
- ASSIGN YOU TO THE AREA OF YOUR CHOICE CONSISTENT WITH REGULATIONS AND ASSIGNMENT PRIORITIES
- GIVE CONSIDERATION TO A CHANGE OF YOUR ASSIGNMENT FOR COMPASSIONATE REASONS OR FOR SPECIAL CIRCUMSTANCES UNKNOWN WHEN YOU WERE REPORTED FOR REASSIGNMENT
- SINCERELY TRY TO HELP YOU IN ANY WAY POSSIBLE

### WE CANNOT

- GIVE YOU AN ADVANTAGE OVER OTHERS WHO ARE EQUALLY DESERVING
- BEND A REGULATION OR IGNORE A POLICY "TO HELP A BUDDY" WHO IS NOT IN DISTRESS
- RELIEVE YOU OF A DIFFICULT ASSIGNMENT WHICH WILL RESULT IN A HARDSHIP OR WITHHOLDING OF OPPORTUNITY FROM ANOTHER UNKNOWN INDIVIDUAL

"We often get calls from division officers or COs of the people we detail and we welcome their interest and concern," he said. "In this particular case, I had already explained to the chief what we had to do. He has orders in hand and his relief has been ordered in, so approving his sea duty extension would place him in excess.

"The chief told me that he was purchasing a home in the Jacksonville area, but we had no billets open there. Additionally, we are in dire need of instructors at our "A" school in Dam Neck," Artis said. "It's only a matter of time before the entire rating structure would suffer if we didn't fill those instructor billets with qualified people. We can only hope that those involved can see past their own inconvenience to the greater good of the rating community."

"It would be terrific if we could give everyone the orders they want," said CDR Hanley. "We realize that the detailer is a key player in the retention effort.

"If we can accommodate an individual's request, we will," CDR Hanley said. "With senior petty officers, we have a high success rate—nearly 90 percent of the orders we write are in accordance with the person's duty preferences. However, the rate for our junior people is much lower, around 60 percent."

"We are trying to dispel the reluctance junior people seem to have in contacting their detailers," OSCM Artis said. "For example, we try to talk with all "A" school graduates before they leave school. We feel that it will estab-

lish a rapport that will last throughout their Navy careers.

"Senior petty officers know that the detailer is there to serve them," the master chief continued. "They know from past experience how they can help themselves by helping their detailers."

According to Master Chief Sonar Technician Robert Beaty, a detailer for the ST rating, an up-to-date Enlisted Duty Preference Card is one of the most important elements of a Navy career. "Detailers cannot read minds. And often, when a seagoing rate is involved, the detailer cannot contact the individual," STCM Beaty said. "It might turn out that what the detailer thinks you want could be 180 degrees out from what you actually desire.

"If we have two people ready for orders and one has an up-to-date Duty Preference Card on file, we can more readily meet that person's desires," CDR Hanley explained. "That leaves the person with no current Duty Preference Card to fill whatever high priority billet is open. If we have no indications, either through a Duty Preference Card, letter or phone call, we have to assume, for purposes of detailing, that the person has no particular desires and will be satisfied with wherever we send him or her. We know the assumption may be wrong, but in many cases we have no other recourse.

"The special comments section on the card is your chance to inform the detailer of any factors that could influence your orders," CDR Hanley said. "For example, if you are married to





another service member, or your spouse is employed in some unique occupation, or you have a handicapped dependent who requires special care or educational facilities, the detailer would certainly consider these situations before issuing any orders.

Enlisted Duty Preference Cards filled out in "A" school are not a part of permanent record. Those cards are used only for your initial set of orders.

A new Duty Preference Card, available through career counselors or personnel offices, should be submitted for every change of mind or circumstances.

Detailer trips to the fleet are another way the Naval Military Personnel Command communicates with the people they serve. This personal approach allows detailers to meet with many of their constituents on a one-to-one basis. But, perhaps more importantly, fleet trips are tangible proof of the detailers' willingness to go out of their way, to put forth that extra effort.

"We select groups of detailers to represent all ratings, then send them out

armed to help not only their own people but other ratings as well. We can cover nearly every Navy activity in the world in an 18-month cycle," CDR Hanley said.

"These trips are both physically and mentally demanding," the commander continued. "The detailers are constantly on the go, with the length of their working day determined by the number of people waiting to talk with them. We've found that even on those occasions when the detailers have a chance to relax at the club or other gathering place, people who were reluctant to see them in an official capacity will come up and talk shop. The detailers expect this—that's why they are there."

If the person is within four months of a rotation date, the detailer can consult information he or she carries and try to match up the sailor's desires to actual fleet needs.

"In this day of chits and forms and everything in triplicate, it makes a big impression when a detailer flips through some computer readouts and answers a sailor's question immediately with 'How soon can you be ready to go?'" Master Chief Beaty said. "That ability to make an on-the-spot commitment is invaluable to our retention effort."

The actual detailing process for your next set of orders started when you reported aboard your present command. Your projected rotation date (PRD) was entered on the enlisted master record in a computer. Then, nine months before your rotation date, your name appears on a computer-generated PRD loss report. Among other things, this tells your detailer where you are, your NECs and how long you have been on sea or shore duty.

Normally, a detailer cannot write orders for anyone past a four-month point, so he concentrates efforts on those people. Exceptions to this might be issuing orders for a reenlistment incentive, homeport shift or, to preclude imposing a hardship on someone in an isolated area where orders are required well in advance to move household goods.

When you reach that four-month point, your detailer receives another

computer readout called an Enlisted Assignment Document (EAD). This contains a summary of your service record and any duty preferences you may have on file. The detailer notes whether your next assignment will be at sea or shore, then verifies the information on the EAD and may try to contact you if possible.

With your EAD in hand, the detailer then consults the Standard Personnel Requisition, a list of billets that need to be filled in priority order.

"It would simplify the job considerably if all the detailer had to do was match a name with the billet on the top of the list," CDR Hanley said. "But there are other facts to consider."

One of those factors is fleet balance, a term used to describe efforts to keep both fleets manned at the same level for each particular rate and rating. Detailers are tasked with maintaining that manning balance within five percent at all times.

Another consideration is cost. "As an example of just how costly PCS moves are," CDR Hanley said, "the Navy pays \$5,329 to move an E-5 with two dependents from Norfolk to Hawaii. That same E-5 costs us \$11,667 if we move him from Italy to the Philippines.

"PCS moves are expensive and detailers must make each set of orders as cost effective as possible."

Detailers also must consider prior training and NECs. As the Navy becomes more technical, the number of NECs is increasing. The electronics technician (ET) rating alone has 85 separate NECs. If a billet has a particular NEC requirement, the detailer either has to find someone with the NEC or, at greater expense, arrange for schooling so someone can acquire that NEC.

"It's just good personnel and money management to make sure we use everyone to his or her full potential," CDR Hanley said.

Other factors the detailers take into account include special programs. There are any number of retention programs which may apply to your assignment, such as GUARD III, STAR or SCORE. Also, you could be considered for one of many high priority billets

such as instructor, recruiting or recruit company commander duty. "These jobs require our very best people and we are always on the lookout for candidates," the commander explained.

In summary, the detailer sees you listed on the PRD loss report, nine months before your transfer. Within

four months of your rotation date, your name comes up on the detailer's Enlisted Assignment Document.

After studying available billets on the Standard Personnel Requisition and taking into consideration other factors such as costs, service needs, NECs, special programs and your duty prefer-

ences, the detailer writes your orders.

Still the job is not finished. If you do not meet all the requirements for orders, such as having sufficient time left in the Navy, the detailer must arrange that paperwork. If you are reenlisting under a special program, and the orders are not to your liking, the detailer will go

## New jobs for women

During the next few years, as more women report to sea duty, some will wear rating badges never before worn by women.

Four more ratings, dealing primarily with shipboard functions and mostly aboard tenders, have been opened to women. They are: opticalman (OM), molder (ML), patternmaker (PM), and instrumentman (IM). (The instrumentman rating includes precision instrumentman (PI) at the E-9 level.)

**Opticalman.** Scientifically accurate instruments used as visual aids are required in navigation, aviation and weapons systems in the Navy. These include binoculars, sextants, drafting machines, optical gunsights and periscopes. Specialists called opticalmen keep these instruments in good working condition. Graduates of the 16-week OM "A" school at Great Lakes, Ill., go to advance "C" school or are assigned to tenders, repair ships or repair facilities ashore. Usually, OM's spend 50 to 60 percent of their careers assigned to fleet units. Opportunity for entrance into this rating is good.

**Molders.** Molders work in foundries where molten metals are formed into parts. To qualify, you should have a working knowledge of tools, equipment and machines; have physical strength, manual dexterity, resourcefulness and the

ability to do repetitive tasks while paying close attention to detail.

After a 13-14 week "A" school in San Diego, Calif., molders may be assigned to naval shipyards and other shore based repair facilities in the United States or overseas, but usually can expect to spend approximately 60-70 percent of their Navy careers assigned to fleet units such as tenders or repair ships. There are fewer than 200 billets for molders in the Navy and, at this time, entry into the rating by women is controlled.

**Patternmakers.** Working closely with molders are patternmakers who help produce metal parts in the foundry by constructing patterns around which a mold is formed. In their 20-week "A" school in San Diego, PM's learn drafting, carpentry, metalworking skills and shop mathematics; "C" school consists of 11 weeks of training in foundry work. At the E-8/9 level, the patternmaker and molder rates are combined and all PM's become ML's.

Like molders, patternmakers spend about 60-70 percent of their careers with fleet units.

**Instrumentman.** Navy instrumentmen install, service, repair, adjust and calibrate a wide variety of small machines such as scales, meters, recorders, watches and clocks. They work from blueprints and schematics to maintain or repair mechanical

instruments used by the Navy. Some IM's go from the 18-19 week "A" school at Great Lakes to on-the-job training at their first duty assignment. Others apply for advanced training at "C" school.

IM's work alone with little supervision in repair shops ashore or aboard repair ships, tenders or in aircraft carriers, spending as much as 50-60 percent of their time assigned to fleet units. An instrumentman becomes a precision instrumentman at the E-9 level. At present there are less than 500 instrumentmen in the Navy. Entrance into the rating is open to women. However, they would not be assigned to aircraft carriers on a permanent basis.

Of the more than 70 ratings in the Navy, only those few which are found in combat-related areas are closed to women. These include aviation antisubmarine warfare operator (AW), cryptologic technician interpretive (CTI0), electronics warfare technician (EW), fire control technician (including ballistic and surface missile—FT, FTB, FTM), gunner's mate missiles (GMM), gas turbine systems technician (including electrical and mechanical—GS, GSE, GSM), missile technician (MT) and sonar technician (including surface and submarine—ST, STG, STS).



Opticalman



Molder



Patternmaker



Instrumentman



back and try to work something out to your satisfaction, if it is possible to do so and still remain within the laws and guidelines he or she must follow.

Computers are used extensively in the detailing process "... but only as a tool to help us do our jobs, not do our jobs for us," OSCM Artis emphasized. "Anyone who thinks orders are issued mechanically, without careful thought and consideration is terribly wrong.

"I suppose it would be possible to program a computer efficiently enough to take into account all the varying factors and match up a name and a billet," Master Chief Beaty said. "Detailers provide the human element. A computer may 'say' it is more cost effective to send Sailor A instead of Sailor B to

Billet C. But a detailer may take the same set of circumstances and decide that, initially, it may be more cost effective to send Sailor A to Billet C. But, in the long run, it might be well worth the few extra dollars to send Sailor B to that billet.

"If a person requested a certain job, that decision is bound to reflect favorably on his job performance. And getting the billet he wanted will probably influence any career decision towards retention, thus saving the Navy the thousands of dollars invested in his training and experience."

Detailers cannot fully serve you if you don't communicate your desires. If you have a problem or a question that your career counselor cannot help you with,

give your detailer a call. Certain overseas locations, such as Subic Bay, have established retention hot lines that you can use to call your detailer. If you can't phone, write a personal letter. *LINK*, a quarterly publication produced by NMPC, has telephone numbers and addresses.

"Your detailer is the person who can help you get where you want to go," Master Chief Beaty said. "We have been through many of the same situations you are going through—we know all about all the problems of uprooting a family and we haven't forgotten the arduousness of sea duty.

"We understand, empathize—even sympathize with you. But you have to meet us halfway." ↓

## Detailer Phone Numbers

### SEABEE & DIVER ASSIGNMENT BRANCH (NMPC 401)

#### NMPC 401C (PERS 5111)

(A) 291-5762  
(C) 301-427-5762  
Construction Electrician (CE)  
Utilitiesman (UT)  
Engineering Aid (EA)  
Builder (BU)  
Steelworker (SW)  
Equipment Operator (EO)  
Construction Mechanic (CM)  
Constructionman (CU)  
Equipmentman (EQ)  
Constructionman/Apprentice (CA)  
/CN)

#### NMPC 401D (PERS 5112)

(A) 291-5771/5772/5773  
(C) 301-427-5771/5772/5773  
Divers  
UDT  
EOD  
SEAL

### ENGINEERING & HULL RATING ASSIGNMENT BRANCH (NMPC 402)

#### NMPC 402C (PERS 5121)

(A) 291-5776  
(C) 301-427-5776  
Machinist's Mate (MM)  
Boiler Technician (BT)

#### NMPC 402D (PERS 5122)

(A) 291-5793  
(C) 301-427-5793  
Electrician's Mate (EM)

(A) 291-5791  
(C) 301-427-5791  
Interior Communications Electrician  
(IC)

(A) 291-5796  
(C) 301-472-5796  
Machinery Repairman (MR)  
Opticalman (OM)  
Instrumentman (IM)  
Patternmaker (PM)  
Precision Instrumentman (PI)  
Molder (ML)

#### NMPC 402E (PERS 5123)

(A) 291-5786  
(C) 301-427-5786  
Hull Maintenance Technician (HT)  
  
(A) 291-5783  
(C) 301-427-5783  
Engineman (EN)  
Gas Turbine System Technician (GS)

### SUBMARINE, NUCLEAR POWER, POLARIS/POSEIDON ASSIGN- MENT BRANCH (NMPC 403)

#### NMPC 403C (PERS 5131)

(A) 291-5813  
(C) 301-427-5813  
Nuclear Power Ratings

#### NMPC 403D (PERS 5132)

(A) 291-5813/5829  
(C) 301-427-5813/5829  
Strategic Weapons Ratings

#### NMPC 403E (PERS 5133)

(A) 291-5830  
(C) 301-427-5830  
Submarine Basic Training  
Nuclear Field  
Strategic Weapons Training

### AVIATION RATING ASSIGNMENT BRANCH (NMPC 404)

#### NMPC 404C (PERS 5141)

(A) 291-5884  
(C) 301-427-5884  
Aviation ASW Technician (AX)  
Aviation Electrician's Mate (AE)  
Avionics Technician (AV)  
Aviation Fire Control Technician (AQ)  
Aviation Electronics Technician (AT)  
Aviation Ordnanceman (AO)  
Tradevman (TD)

#### NMPC 404D (PERS 5142)

(A) 291-5875  
(C) 301-427-5875  
Aviation Boatswain's Mate (AB)  
Air Controlman (AC)  
Aviation Machinist's Mate (AD)  
Aerographer's Mate (AG)  
Aviation Support Equipment Techni-  
cian (AS)

# Detailer Phone Numbers (cont.)

Aviation Maintenance Administrationman (AZ)  
Photographer's Mate (PH)  
Aircraft Survival Equipmentman (PR)

## NMPC 404E (PERS 5143)

(A) 291-5867  
(C) 301-427-5867  
Aircraft Maintenceman (AF)  
Aviation Structural Mechanic (AM)  
Aviation ASW Operator (AW)  
Naval Aircrew

## ADMIN/DECK/SUPPLY RATING ASSIGNMENT BRANCH (NMPC 405)

## NMPC 405C (PERS 5151)

(A) 291-5729  
(C) 301-427-5729  
Journalist (JO)  
Lithographer (LI)  
Yeoman (YN)  
Personnelman (PN)  
Postal Clerk (PC)  
Illustrator Draftsman (DM)  
Legalman (LN)  
Intelligence Specialist (IS)  
Religious Program Specialist (RP)

## NMPC 405D (PERS 5152)

(A) 291-5740  
(C) 301-427-5740  
Aviation Storekeeper (AK)  
Disbursing Clerk (DK)  
Mess Management Specialist (MS)  
Ship's Serviceman (SH)  
Storekeeper (SK)

## NMPC 405E (PERS 5153)

(A) 291-5753  
(C) 301-427-5753  
Boatswain's Mate (BM)  
Quartermaster (QM)  
Signalman (SM)  
Master-At-Arms (MA)

## TECHNICAL RATING ASSIGNMENT BRANCH (NMPC 406)

## NMPC 406C (PERS 5161)

(A) 291-5844  
(C) 301-427-5844

Fire Control Technician (FT)  
Gunner's Mate (GM)

(A) 291-5850  
(C) 301-427-5850  
Sonar Technician (ST)  
Torpedoman's Mate (TM)  
Mineman (MN)  
Ocean Systems Technician (OT)

(A) 291-5847  
(C) 301-427-5847  
Operations Specialist (OS)  
Electronic Warfare Technician (EW)

## NMPC 406D (PERS 5162)

(A) 291-5856  
(C) 301-427-5856  
Electronics Technician (ET)  
(A) 291-5960  
(C) 301-427-5860  
Radioman (RM)  
(A) 291-5864/5865  
(C) 301-427-5864/5865  
Data Processing Technician (DP)  
Data Systems Technician (DS)

## NMPC 406E (PERS 5163)

(A) 224-3131  
(C) 202-694-3131  
Communications Technician (CT)

## MEDICAL/DENTAL RATING ASSIGNMENT BRACH (NMPC 407)

## NMPC 407C (PERS 5171)

(A) 291-5705  
(C) 301-427-5705  
Hospital Corpsman (HM)  
Dental Technician (DT)

## RECRUITING/SPECIAL PROGRAMS (NMPC 492)

## NMPC 492C (PERS 5021)

(A) 291-5613  
(C) 301-427-5613  
Recruiters  
Career Counselors  
Navy Counselors (NC)  
Recruit Company Commanders  
USS Constitution

SERE Instructors  
AFEES  
SGT Majors Academy  
Operation Deep Freeze  
Equal Opportunity Program Specialist  
Human Resources Management  
Specialist  
Drug/Alcohol Abuse Counselors  
LMT/LMET

## NMPC 492D (PERS 5022)

(A) 291-5618  
(C) 301-427-5618  
Washington Area Major HQ Staffs  
Washington Area Flag Writers  
Joint Staffs-MAAGS & Missions  
Personnel Exchange Program (PEP)  
Flag Quarters Mess Management  
Specialist/Major Flag Messes Ashore

## MUSICIAN ASSIGNMENT BRANCH (NMPC 724)

## NMPC 724 (PERS 724)

(A) 224-4630/4650/4631/4609  
(C) 202-694-4630/4650/4631/4609  
Musician (MU)

## ENLISTED PERSONNEL MANAGEMENT CENTER New Orleans, La.

(A) 363-1571  
(C) 504-948-1571  
Seaman (LANTFLT)

(A) 363-1430/1420  
(C) 504-948-1430/1420  
Seaman (PACFLT)

(A) 363-1435  
(C) 504-948-1435  
Airman (LANTFLT)

(A) 363-1588  
(C) 504-948-1588  
Airman (PACFLT)

(A) 363-1570  
(C) 504-948-1570  
Fireman (LANTFLT)

(A) 363-5128  
(C) 504-948-5128  
Fireman (PACFLT)

## Detailer Message Recording Service

If you cannot get a call through to your detailer on a number listed above and you have an urgent or time-sensitive message, you can leave a recorded message by calling one of the following numbers. This service is to be used only if you are unable to contact your detailer during normal working hours.

## Enlisted Assignment

## NMPC Code

## Autovon

|                               |     |          |
|-------------------------------|-----|----------|
| Seabee/Diver/EOD/UDT/SEAL     | 401 | 291-5766 |
| Engineering                   | 402 | -5780    |
| NUC/Strategic Weapons/AUX/STS | 403 | -5823    |
| Aviation                      | 404 | -5834    |
| Admin/Deck/Supply             | 405 | -5727    |
| AAW/ASW/COMM/OPS              | 406 | -5843    |
| HM/DT                         | 407 | -5708    |



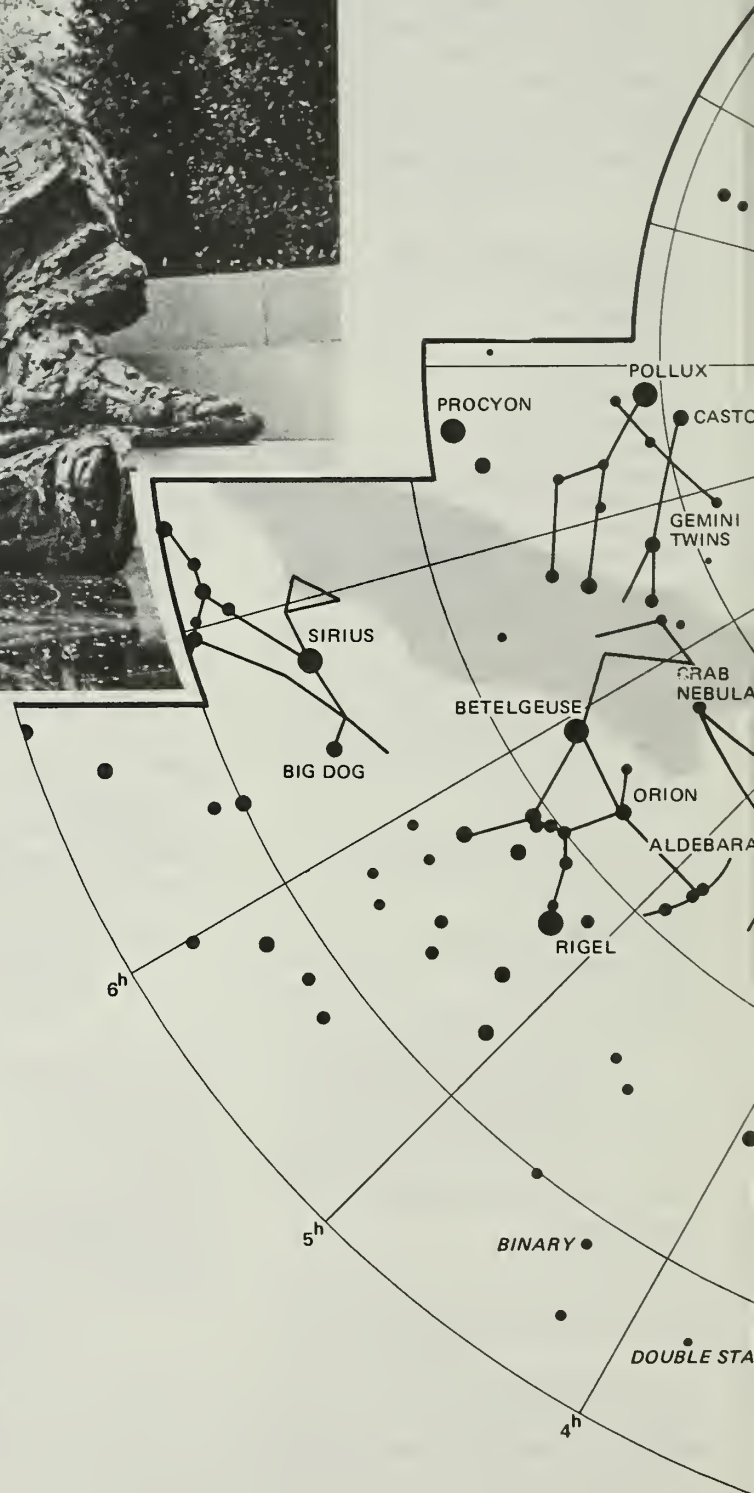


It has been said that Albert Einstein “was the only man who could speak across the barriers of race, class and ideology, to people of good will anywhere.” Einstein is gone, but his spirit—it would seem—lives on. In a grove of towering elms and holly trees, his memorial—dedicated in April—is on the grounds of the National Academy of Sciences in Washington, D.C. The sculpture is the work of New York artist Robert Berks. Although Berks is best known for his bust of John F. Kennedy, his work also includes other such notables as Harry S. Truman, Ernest Hemingway and Pablo Casals.

Einstein, in the familiar though somewhat rumpled dress of his later years, sits on a semicircular bench of white granite. One foot rests on the greater portion of the known universe, portrayed by a circular sky map. Set in Norwegian black larvikite are about 3,000 precisely positioned, stainless steel studs representing stars to the sixth magnitude, as well as the planets, sun, moon and other celestial objects as they were aligned on the date of the memorial’s dedication.

The location of each star was plotted by astronomers at the U.S. Naval Observatory.

In his left hand Einstein holds a paper bearing three of his most important equations. Inscribed on the back wall of the bench are three of his more famous quotations, including: “The right to search for truth implies also a duty; one must not conceal any part of what one has recognized to be true.” ↓



# One Foot in the Universe





# Naval Aviation Museum

## PHASE II... OFF and FLYING

BY JO1 JERRY ATCHISON

This year, the story of Naval Aviation—its growth and historic heritage—is going to be told more fully, thanks to a new addition to the Naval Aviation Museum in Pensacola, Fla.

Called Phase II in the museum's master building plan, it will add 60 percent more exhibit space to the existing building which was opened in 1975.

Scheduled to open this summer, the addition comes along—fully paid for and ready to serve museum visitors—at an earlier date than friends of the museum might have expected. Thanks in part to the state of Florida's \$500,000 grant that covered about one-half the addition's construction costs. The remainder was raised through private donations to the Naval Aviation Museum Foundation, Inc.

Present museum exhibits tell the basic history of Naval Aviation, from its birth in 1911 to the present. Phase II will provide space to tell more fully the story of Naval Aviation in World War II. New exhibits also will include depictions of the evolution of aircraft power plants, the evolution of air frames and other components like propellers, plus space to give more recognition to individual personnel and their efforts, along

with the evolution of the aircraft carrier.

Back in 1975, when the museum opened, it contained only 70,000 square feet of the 260,000 square feet planned for eventual construction on its 30-acre site. Three additional increments (Phase II is the first) are planned for construction as the funds become available.

The state money was an unexpected gift made available after citizens of northwest Florida pointed out the importance of the museum not only to Naval Aviation but to the state of Florida as well. This importance is based upon a variety of reasons:

- Because Pensacola has been Naval Aviation's home since 1914, the histories of Naval aviation and northwest Florida are intertwined. This relationship is presented vividly at the museum.

- During its first four years, the museum has attracted about 185,000 visitors a year. That makes it the leading man-made attraction in that part of the state.

- It is the only museum in the world dedicated solely to telling the story of Naval Aviation and it is one of three federally-sponsored aviation museums. (The other two are the National Air and Space Museum of the Smithsonian and the Air Force museum at Wright

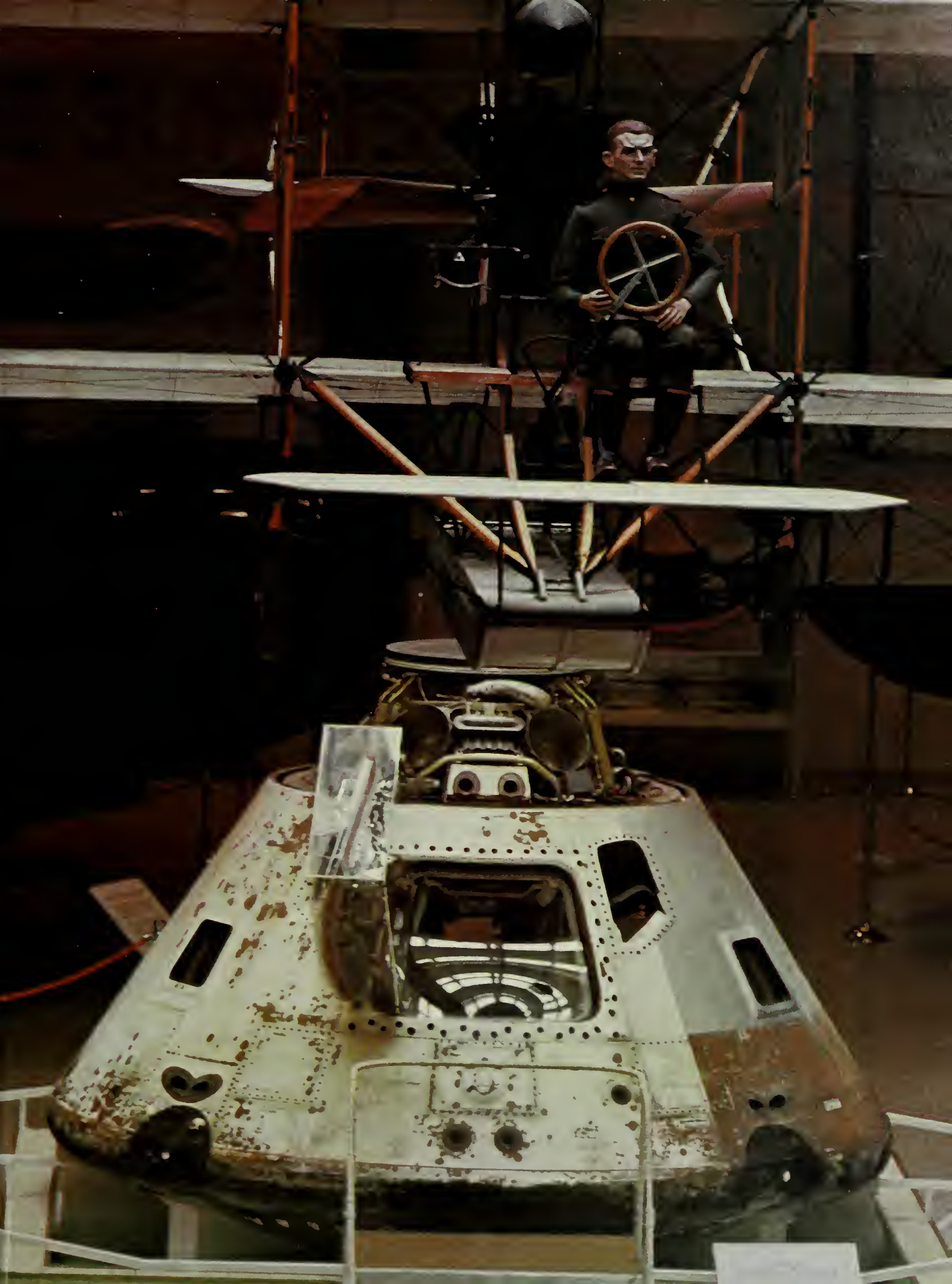
Patterson Air Force Base in Ohio.)

The history of the Naval Aviation Museum can be traced to the beginnings of Naval Aviation at Pensacola. In January 1914, the USS *Mississippi* and the USS *Orion* steamed into Pensacola harbor and deposited the Navy's entire inventory of aviation paraphernalia and personnel. There is some speculation that Naval Aviation was being sent to what was then a very remote old navy yard with the hope that the "flying fad" would soon diminish and then die. Instead, Naval Aviation flourished and developed into a primary striking arm of the Navy.

Thus, it was only natural that the first museum be located at the spot where Naval Aviation training began in earnest and where that training continues today.

Approved by the Secretary of the Navy in December 1962, the first museum was set up to provide a continuing Navywide collection of aviation material—planes, flight gear, photos and the like—all having historical, educational or inspirational significance.

*A reproduction of the Navy's first aircraft, the A-1 Triad, hovering over the 1973 Skylab command module.*











Its mission then and now is to “select, collect, preserve and display” appropriate memorabilia representative of the development, growth and historic heritage of United States Naval Aviation.

That first museum, housed in a cramped, temporary World War II structure on base, opened to the public in the spring of 1963. As the artifacts began arriving from around the world, the dwindling exhibit space became a problem, as did the need for construction funds.

Appropriated funds cannot be used for museum construction. However, once construction has been completed and paid for, the Navy is permitted to maintain and support the museum.

To help solve the problem of funds, Admiral Arthur W. Radford, former chairman of the Joint Chiefs of Staff under President Dwight D. Eisenhower, formed a booster organization in 1966. Called the Naval Aviation Museum Association, Inc., it was chartered under the laws of Florida. Its purpose was to promote, foster and enhance the museum while also raising construction funds.

Today, it's called the Naval Aviation Museum Foundation and, under the chairmanship of Admiral Thomas Moorer, also a former chairman of the JCS, it maintains much the same relationship with the museum as an alumni association does with a university.

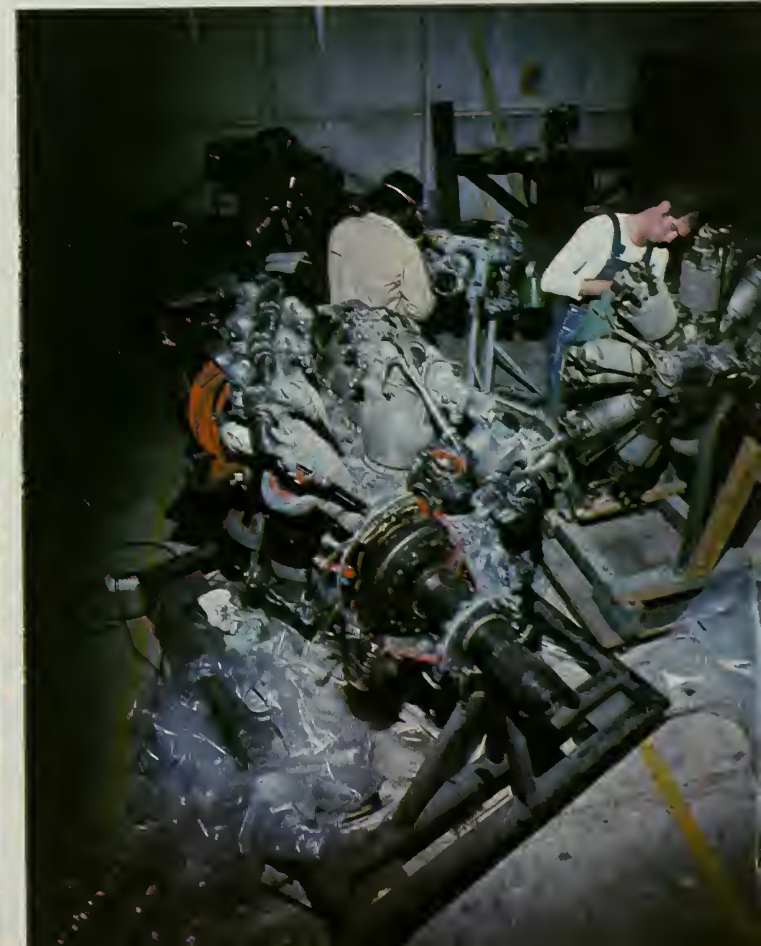
With the foundation's help, then, the museum was built, paid for and opened to the public on April 13, 1975.

Today, more than 100 aircraft belonging to the museum are the focal point of visitor interest. They, more than any single exhibit, point out the diversity and progress of Naval Aviation—from the reproduction of the Navy's first airplane (the A-1 *Triad*) to the *Skylab* command module that carried a three-man, all-Navy crew to and



*Clockwise, beginning lower left: Museum's main display area, unhampered by supporting columns or beams; some of the more than 100 aircraft currently in the museum's inventory; a WWII era bomber, once privately owned, was seized by U.S. Customs agents at New Orleans when its owner was caught trying to fly drugs into the country; an early two-seater trainer; and the museum's main entrance.*







from *Skylab* in 1973. Between this range are aircraft marking Naval Aviation's milestones. The actual NC-4, first airplane to fly the Atlantic Ocean, is one (see April 1979 *All Hands*).

The story of Naval Aviation is also shown by pictures, charts, diagrams, text, artifacts, models, as well as the airplanes. Historical movies of Naval Aviation are shown in the theater daily during the summer months and on weekends and holidays year round at no charge. (Nor is there, by the way, any charge for visiting the museum.)

The daily activities of the museum are also an important part of the training routine of the student naval aviators and naval flight officers in the Pensacola area. Orientation and training classes in Naval Aviation history are conducted at the museum for students.

On the eve of the Phase II opening, things are still bursting at the seams as aircraft memorabilia continue to pour in. They come from private citizens, naval activities, other museums and, occasionally, some unconventional sources. Take the case of the Navy PV-1 aircraft that was recently donated by the General Services Administration. It seems this privately owned World War II-era medium bomber had been confiscated by the U.S. Customs Service in New Orleans after its owner had unsuccessfully attempted to use it to smuggle drugs into the United States. Museum officials are uncertain as to whether they will restore the plane to its original Navy configuration and markings or leave its distinctive customizing job as is.

The opening of the new addition this summer is proof the museum is fulfilling its mission to the Navy, Naval Aviation and the visitor in particular. But that proof is available only if you drop by the museum. It is open to the public at no

charge from 9-5 every day of the year except Thanksgiving Day, Christmas and New Year's.

### Membership

The Naval Aviation Museum Foundation continues its efforts to raise funds for the planned museum expansions in future years. Memberships are available in a variety of categories. Charter memberships are issued to individuals donating \$1,000 or more, organizational memberships have a minimum of \$500, life memberships cost \$100 and "In memoriam" memberships honoring deceased persons also have a \$100 minimum. Annual memberships can be had for \$10. All memberships are engraved on plaques or shields, except annual memberships, which are entered in the museum's log.

You may receive more information about the foundation's efforts or apply for your own memberships by writing The Naval Aviation Museum Foundation, Inc., Pensacola, Fla. 32508.

### Museum Accessions

According to OpNav Instruction 5750.10C of 24 Jan 1977, the museum's director makes all accessions in the name of the Curator for the Department of the Navy, ensuring inclusion in departmental records and providing a central accountability. Primarily, the

basis for establishing suitability of materials for the museum is determined by the extent to which acquisition of a particular item will assist the facility in portraying the growth and traditions of Naval Aviation.

The kind of material desired by the museum consists of such items as: aircraft, including their parts; models of aircraft and ships; engines and engine parts; instruments; ordnance; armament and air weapons; radios and electronic equipment; flight gear; navigation aids; landing and launching aids; and ship and squadron insignia.

In the area of personal memorabilia are photographs and photo albums, wing insignia, medals, uniforms or parts of uniforms, flight clothing and strictly personal papers.

Materials considered by commands or individuals suitable for transfer to the Naval Aviation Museum should be reported to the Director, Naval Aviation Museum, NAS Pensacola, Fla. 32508. The director will determine whether the material is desirable and, if so, will notify the holder as to its disposition. Objects which cannot be easily identified or associated with a special event or person, yet appear to have some value, should also be reported by photograph. These photographs may reveal some significance which will lead to preservation of the object. ↓



*Facing page—top left: Work continues on reconstructing, refitting old planes. Top right: All the work follows old plans. Middle, right: Old engine looks as good as the day it came off the assembly line. Bottom right: Every part of original engines receives thorough overhaul. Bottom left: Overall view of one of the museum's repair shops. At right: Larger planes in the collection are securely tied down as protection even from hurricane force winds.*







# His Eyes Are on Olympic Gold



STORY BY JO3 STEVE BELLOW  
PHOTOS BY  
JO1(SS) PETE SUNDBERG

It's 5:30 a.m. and the main roads around Washington, D.C., are relatively empty. The sun is beginning to rise and folks are either having their first cup of coffee or thinking about grabbing a few extra winks.

By comparison, the Potomac River is alive with activity.

In spite of the early morning chill, men and women sweat over the oars of everything from 12-foot kayaks to 61-foot, 8-man crew boats. The river takes on an air of confusion as watermen *skull* or *sweep* their way up the Potomac, often narrowly missing each other. Knowing the rules of the road is a must, but it's no guarantee against collisions—and there are collisions!

In the middle of this activity Lieutenant (junior grade) Robert D. Espeseth, maintenance officer for the Naval Photographic Center, has just completed 10 power strokes to pull ahead of a competing boat. Espeseth's four-man crew then settles into a 30-stroke-per-minute cadence to maintain the lead.

Like thousands of other young people, Espeseth began rowing soon after he entered college. Standing in the

*Opposite page: Espeseth (forward) and rowing partner put their boat through the paces.*

*Left: Espeseth and rowing partner Paul Knight check out their rowing shell before starting the day's exercises.*



freshman class registration line at the University of Wisconsin, he couldn't be missed. His six-foot-four-and-a-half-inch frame labeled him a potential candidate for the school's rowing team.

University crew coaches were everywhere. They sized up all the athletic-looking freshmen and talked to them about rowing. Before the new students had a chance to enroll in history, English or math, they were encouraged to try out for the crew team. But Espeseth didn't have to be recruited. He followed in his alumnus father's footsteps (or "puddles" as Espeseth explains it),

*Below: Espeseth, crewing a four-man shell, "moves the boat past the point where the oar entered the water."*

*Below, right: Espeseth and crew members of a four-man sweep.*

trained out of the same boat house and even inherited his dad's nickname, "Espy."

"In collegiate rowing, it's traditional to bet your shirt on a race," explains Espeseth. "By beating another team, you literally take the shirts from the backs of the losing crews." During his four years at Wisconsin, Espeseth's winnings included three varsity intercollegiate titles and 86 shirts.

Between 1973 and 1978, Espeseth competed in Europe on three separate occasions; he participated in the Nottingham International Regatta and the Royal Henley Regatta in England. In 1976, he was a member of the U.S. Olympic team which went to Montreal. As an alternate rower for the eight-man sweep event, Espeseth did not get the opportunity to compete in the games,

but the experience of having made it that far encourages him to try again.

"A guy has only one chance during a lifetime to do this," says the 25-year-old athlete. "When you get older it's usually too late."

His goal this year is the annual World Rowing Championships (September 3-9) at Bled in Yugoslavia. And then, the 1980 Olympics in Moscow. Before these two events, however, Espeseth is gearing up for competition in one or more of the Pan Am (Western Hemisphere) Games early this summer.

Espeseth's training schedule is twice-a-day, year-round. This past winter he ran 10 miles a day. Twice a week he swam several miles in an indoor pool. He worked out with weights, lifting 36 to 37 tons each session. On Sundays, Espeseth sprinted up a steep hill near his



home to further increase his strength and endurance.

When the ice melted on the Potomac and spring signaled the beginning of racing season, Espeseth began his daily workouts at the Potomac Boat Club, and joined other crew enthusiasts and Olympic hopefuls for two-hour, 10-mile rowing practices.

Weather permitting, Espeseth rows seven days a week. At night, he runs 10 miles or sprints up the hill, a 30-degree incline about 300 yards long; not a bad run the first time up, but he does it 15 times before he stops to rest. It's a demanding training schedule, but Espeseth agrees that it's necessary if he's going to make it to the Olympics.

Like all contenders, Espeseth looks forward to winning, to making it to the finals, to be among the few to cross the

finish line and take a gold medal. He sees the Pan Am Games and the world championships as valuable experience for the '80 Olympics.

Although he somehow manages to work in an occasional game of basketball, golf or backgammon, rowing has always been foremost with him. He says rowing is enjoyable, but, as evidenced by his callused palms, it also requires a great deal of dedication and hard work.

"In some sports you can train as much as eight hours a day. But with rowing, your body can only take so much before it collapses. Although the workouts are not that long, they are very painful.

"It's one of the most physical non-contact sports there is," says Espeseth.

He points out, however, that unknowing observers think that rowing

simply requires use of the arms. Actually, it's the legs which move the boat; the main reason for the running.

"Each oarsman sits on a sliding seat," explains Espeseth. "He crouches forward with his back toward the bow and arms extended. He then puts the oar in the water and drives his legs downward, providing power to move the boat. The arms do some pulling at the end of the stroke while the hands control the oar through the entire stroke."

Espeseth adds that "You don't move your blade (oar) through the water, you move the boat past the point where the blade enters the water. You won't get far moving water. When you see a boat that's rowing well, it doesn't look like they're doing much. That's part of what it's all about. When they're really moving (about 15-16 mph), the crew is





extremely coordinated and, essentially, it looks effortless.”

Sometimes, however, a crew will momentarily lose that all-important coordination. For instance, if a rower gets the oar caught against his stomach at the end of a stroke, chances are he'll *catch a crab*—the oar stays pinned

against him. If the boat is really moving, catching a crab can result in the oar picking an oarsman up, lifting him out of the boat and dumping him over the side.

“Experienced rowers won't catch a crab, though,” says Espeseth.

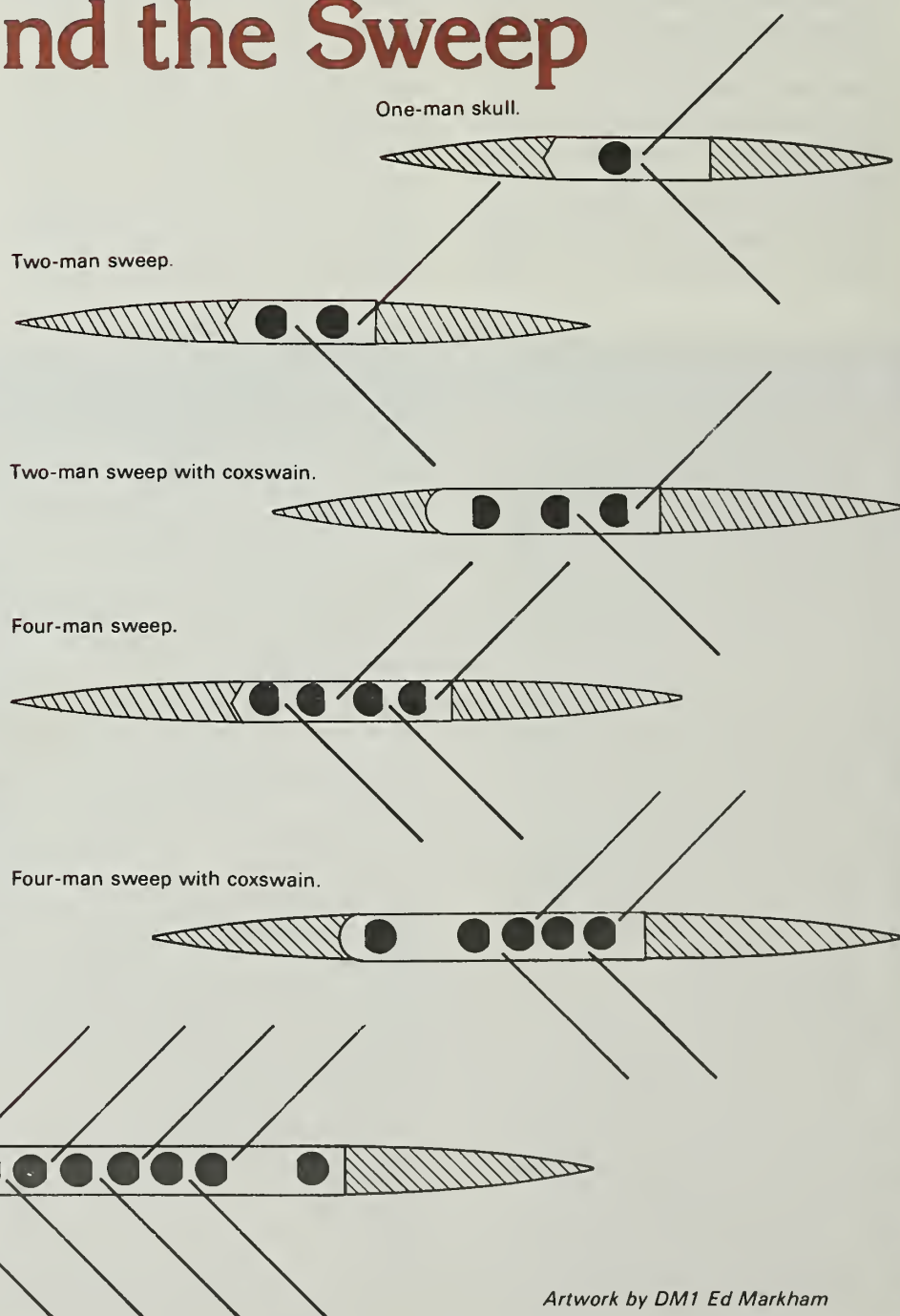
With seven years of experience and a

rigorous training schedule behind him, Espeseth doesn't expect such problems. But the upcoming competition will be the real test—it's a test that will determine if Espeseth will realize his goal of an Olympic gold medal a year from now. ↓

# Skulling and the Sweep

In early 18th century England, anyone wishing to cross the Thames River above London Bridge had to hail a ferry, typically a light sculling boat, or skiff, operated by a waterman. About 10,000 watermen earned their living on the Thames River by “rowing” passengers across. Wagering developed between the gentry as to the relative merits (speed and skill) of the watermen manning the ferries, and stakes sometimes ran high. In the years since, the status of professional watermen has given way to the amateur rower, or *crews*.

The boats are no longer used to transport people, but instead have become shells crewed by one, two, four or eight people who compete in *skulling* or the *sweep*. *Skulling*, normally restricted to a one-or two-man boat, is an event where each crewmember rows with two oars. The *sweep*—each crewmember pulling one oar—is often used in the two-man event, but always used with four-and eight-man crews.





# Navy Rights & Benefits

## Paths to a Commission

*There are many paths to a Navy commission. There are commissioning programs for students in college and others for college graduates. Specialists in certain professional and scientific categories may qualify for a direct commission. Certain enlisted men and women who are outstanding performers may qualify for a commissioning program.*

*By providing many paths to a commission, then, the Navy can more effectively meet its personnel needs while taking into account a variety of individual circumstances and interests. The right road for each individual is determined by weighing and balancing two basic factors—what the Navy needs to man the fleet and what the person is qualified to do.*

*This article, No. 8 in our series on Navy Rights and Benefits, briefly describes the Navy's basic commissioning programs. Specific qualifications for entry into any of the programs may*

*change from time to time because of the needs of the service or new legislation.*

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### Naval Academy

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Each year, the Secretary of the Navy may appoint 85 enlisted men and women from the Regular Navy or Regular Marine Corps and 85 enlisted men and women from the Naval or Marine Corps Reserve (active or inactive) to the Naval Academy at Annapolis, Md. Under the provisions of Public Law 94-106, women are eligible for appointment and their qualifications generally are the same as those for men.

After rigorous competition, civilians may gain an appointment to the Academy from their senators or congressional representative, the Secretary of the Navy or the president. Those who qualify receive a fully subsidized undergraduate education which leads to a

commission in either the Navy or Marine Corps.

Students at the Naval Academy are appointed as midshipmen, U.S. Navy, and receive pay equal to about one-half of an ensign's basic monthly pay, plus tuition, room, and board. Upon graduation they are awarded a bachelor of science degree in one of 18 majors and an ensign's or second lieutenant's gold bars.

The basic, general requirements for an appointment to the Naval Academy are:

- Be a United States citizen.
- Be at least 17 but not older than 22 on July 1 of the entrance year.
- Be unmarried and have no children.
- Possess a good scholastic record.
- Have a general classification test (GCT) plus arithmetic of at least 120.
- Be of good moral character.
- Be in excellent physical condition.

Specific requirements differ somewhat according to individual status at time of application.

Although not a requirement for entry into the Academy, the 16-week program at the Naval Academy Preparatory School (NAPS) in Newport, R.I., can help increase chances for an appointment. Generally, requirements for NAPS are the same as for the Academy. See your career counselor for details about both programs.

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### BOOST Program

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The Navy is engaged in a vigorous effort to ensure that opportunities for a career as a naval officer are open to persons who may have been educationally or culturally deprived, but who have demonstrated that they possess the fundamental qualities and desire necessary to gain a commission. To help those people achieve their potential, the Navy developed the Broadened Opportunity For Officer Selection and Training Program (BOOST). BOOST prepares selected individuals for possible entrance into officer training programs (U.S. Naval Academy and NROTC).

Students who have not graduated from high school can earn a diploma



# Navy Rights & Benefits

while in BOOST. A military staff provides physical fitness training, general military training, and counseling for students. A civilian staff teaches the academic curriculum.

General eligibility requirements are:

- Be an enlisted member on active duty in the Navy or Naval Reserve or a civilian agreeing to enlist for four years with BOOST School guarantee.
- Be highly motivated to become a commissioned officer and have the potential for professional growth if afforded the educational opportunity.
- Have two years of active obligated service as of March 1 of the year BOOST training commences, or agree to extend enlistment or active duty agreement for a two-year period. If nominated for an appointment to the Naval Academy or NROTC upon completion of BOOST, the member must agree to accept the minimum service requirement in effect at that time for orders to further training.
- To qualify for entrance to the Naval Academy upon completion of BOOST training, the member must be unmarried and have no children.
- Be at least 17 years old. Other age requirements for BOOST are contingent upon eligibility for one or more related officer procurement programs. *Age waivers will not be granted.*



• Be able to meet the physical requirements prescribed for each officer program.

• Have no record of conviction by court-martial, or by civil court (other than for minor traffic violations).

• Meet high standards of personal conduct, character, patriotism, sense of duty, and financial responsibility.

• Be a high school graduate. Applicants who are not may apply and obtain a high school certificate during participation, based on military educational experience and GED test results.

• Have a minimum GCT/ARI score of 100. This requirement cannot be waived.

• Have a minimum Scholastic Aptitude Test (SAT) of 850 composite (460 in math).

• Be recommended by the commanding officer of the recruiting activity submitting the application.

BOOST programs are conducted at the Naval Training Command, San Diego, Calif.

## Warrant Officer Program

The Warrant Officer Program (along with the Limited Duty Officer Program) is one of the primary enlisted-to-officer programs that does not require a college education. Warrant officers provide technical expertise at a relatively stable grade level in the officer structure.

General eligibility requirements are:

- Be a U.S. citizen.
- Be serving on active duty as a chief petty officer in the Regular Navy, Naval Reserve or TAR program at the time of application.
- Be physically qualified for appointment to warrant officer.
- Be a high school graduate or possess a service-accepted equivalent.
- Have no record of conviction by court-martial nor conviction by civil court for offenses other than minor traffic violations for two years preceding January 16 of the year of application.
- Be recommended by one's commanding officer.

Personnel in paygrade E-7 through

E-9 must have completed at least 12, but not more than 20 years of active naval service as of January 16 of the year in which application is made.

## Limited Duty Officer Program

The Limited Duty Officer Program is another enlisted-to-officer program that does not require a college education. The limited duty officer meets Navy's the needs for officer technical management skills through the mid-grade officer level.

General eligibility requirements are the same as those of the Warrant Officer Program with the following exceptions:

- Be physically qualified for appointment to LDO.
- Be serving as a male petty officer first class or chief petty officer (E-6 or E-7) on January 16 of the year in which application is made. If the member is a PO1, he must have served in that capacity for at least one year as of January 16 of the year of application.
- Must have completed at least eight, but not more than 16 years of active naval service on January 16 of the year of application.

• PO1 applicants must complete all performance tests, practical factors, training courses, and service schools required for chief petty officer. Additionally, each PO1 applicant must successfully compete in the annual Navywide examination for advancement to CPO administered in January/February of the year of application.

(1) A candidate whose final exam multiple is equal to or greater than that required to be CPO selection board eligible will be considered LDO selection eligible.

(2) A PO1 is exempt from this requirement when authorization for advancement to CPO has been received by the commanding officer.

## Naval Reserve Officer Programs

There are two officer programs which lead to an appointment in the Naval Reserve for enlisted members who possess a baccalaureate or higher: Officer

Candidate School and the Aviation Program.

**Officer Candidate School Program—** This OCS program provides 19 weeks of officer indoctrination training at the

Naval Officer Training Center, Newport, R.I. The program is open to male and female personnel except for the nuclear power program (submarine and surface) which is not open to women.

Selectees in paygrades E-4 and below are designated officer candidates and advanced to E-5 upon reporting to OCS. Enlisted applicants in paygrade E-5 and above are designated officer candidates in their current paygrade. The curriculum comprises an intensive program in naval science and human relations management. General eligibility requirements are:

- Be a U.S. citizen.
- Possess a bachelor's or higher degree from an accredited college or university.
- Be physically qualified.
- Current service members must be entitled to an honorable discharge; be serving on active duty in any rate and rating; and have at least six months of obligated service remaining on current enlistment upon receipt of orders to most schools.
- Be of good moral character and have good personal habits.
- Women applicants must meet the dependency requirements outlined in BUPERSINST 1120.35.

Nuclear Propulsion Officer Candidates (NUPOC-Submarine and Surface), Staff Corps and some Restricted Line Candidates will receive additional specialized training following graduation from OCS and commissioning. All successful OCS candidates must retain their Naval Reserve commissions for six years.

**Aviation Programs—**The aviation program provides an avenue to commissioned service for male and female applicants interested in serving as Naval Aviators, Naval Flight Officers, or Intelligence Officers. Enlisted members selected for the program are designated officer candidates and advanced to paygrade E-5 upon reporting to Aviation Officer Candidate School, Pensacola, Fla. After successful completion of 16 weeks' training, candidates are commissioned ensigns in the Naval Reserve.

Members desiring pilot training enter the Aviation Officer Candidate Program (AOC) and after commissioning, continue their flight training for about eight to 12 months. Following successful completion of the additional flight training, the candidates are designated





# Navy Rights & Benefits

Naval Aviators and must serve on active duty for four and one-half years.

Naval Flight Officer Candidates (NFOC), after commissioning, will continue their training leading to designation as Naval Flight Officers and must serve on active duty for three and one-half years. This program is not open to women.

Candidates selected for the Intelligence Program (NAOC-AI) will undergo additional training following commissioning and must serve on active duty for four years in commissioned grade.

The general requirements for the avi-

ation programs are the same as for OCS except applicants for the Aviation Program will be administered the Aviation Selection Test (AST) battery.

## **NROTC Scholarship Program**

The NROTC Scholarship Program leads to appointment as an officer of the Regular Navy or Marine Corps in the grade of ensign or second lieutenant. The NROTC programs are maintained to educate and train well-qualified men and women for careers as commissioned officers. Only persons who are reasonably disposed to making the

Navy or Marine Corps a career should apply for this program.

General eligibility requirements are:

- Be a U.S. citizen.
- Be under 25 years old on June 30 of the year of commissioning.
- Be a high school graduate or possess an equivalency certificate.
- Be physically qualified.
- Be morally qualified and possess officer-like qualities and character.
- Have no moral obligations or personal convictions which would prevent conscientiously supporting and defending the Constitution of the United States against all enemies.
- Have no record of military or civil offenses.

## **Medical Programs Leading to Commission**

Navy medicine offers an alternative to the administrative burden and expense of private practice by giving physicians, dentists and medical service officers a chance to practice in an atmosphere where decisions can be based solely on medical considerations without regard to patients' ability to pay.

**Medical Service Corps of the Naval Reserve**—This program is open to qualified enlisted members on active duty and leads to an appointment to commissioned status in the various sections of the Medical Service Corps, U.S. Naval Reserve. A sampling of the fields in which a Medical Service Corps officer might work include bacteriology, biochemistry, hematology, physics, virology, and radiobiology.

General requirements for entry into the program are:

- Be a U.S. citizen
- Be within the maximum age limit at time of appointment: LT—39; LTJG—38; and ENS—31.
- Be physically qualified in accordance with standards set forth in the Manual of the Medical Department for Staff Corps of the Naval Reserve.
- Must meet professional requirements for entry into the chosen field—all candidates must have at least a



baccalaureate in some medical science or related subject.

**Health Care Administration Section of Medical Service Corps—Regular Navy**—The Medical Service Corps Inservice Procurement Program is a continuing program which provides a path of advancement to commissioned officer status for senior Regular Navy HM and DT personnel in paygrades E-6 through E-9 who possess the necessary potential, outstanding qualifications and motivation. This program is extremely competitive and enlisted personnel aspiring toward appointment in the Medical Service Corps should begin preparation early in their careers through a sound self-improvement program.

General eligibility requirements for selection are:

- Applicant must be a member of the Regular Navy serving as a hospital

corpsman or dental technician in paygrades E-6 through E-9.

- Be a U.S. citizen.
- Must be at least 21 years old and must not have reached age 35 as of October 1 of the calendar year in which appointment can be first made. Women applicants must be at least 21 and under 32 years of age on date of appointment (this is a legal restriction imposed by Title 10, U.S. Code).
- Must meet the physical standards prescribed for officer candidates.
- Have no record of conviction by court-martial for the two fiscal years preceding the date of application.
- Have a combined GCT/ARI score of at least 115.
- Be a high school graduate or the equivalent.
- Must pass a professional examination administered by the Medical Service Corps. The exam tests knowledge

of personnel administration, patient affairs, military justice, Navy customs and traditions, and general Navy orientation in addition to their pertinent disciplines.

**Uniformed Services University**—This is a four-year, accredited medical school which accepts applications from members of the armed forces who have at least a baccalaureate and the academic background to qualify for entry. Graduates are commissioned as ensigns in the Navy (or at their entry paygrade if higher) and incur a seven-year service obligation, and receive a Doctor of Medicine degree. General eligibility requirements are:

- Be a U.S. citizen.
- Be between the ages of 18 and 28.
- Hold a baccalaureate from an accredited university or college.
- Meet the physical qualifications for commissioning. ↓





# Mail Buoy

## All Together

SIR: Mail Buoy (March issue) told of three brothers serving together on the guided missile cruiser *Biddle*. They were curious as to the last time three brothers served together on the same ship.

When I left USS *Howard W. Gilmore* (AS 16), in Jan. 1978, there were on board at the time four brothers. They were Carl, Mike, Billy and Allen Filyaw. Carl and Mike Filyaw were married and Mike had a little girl. So, in the seaport town of La Maddalena, NW Sardinia, Italy (*Gilmore's* home port), there were seven Filyaws.—BMSN William Berryman, USN.

## They're Still Around

SIR: In reference to your article, "Last of the P-3As" (March issue), the last Navy P-3A *Orion* aircraft has not been phased out of the active service. There are 26 P-3As still employed by several activities and squadrons of the active service, VXN-8 included.

These 26 P-3As are utilized for a host of missions, such as oceanographic and sea ice research and development, ECM surveillance, ASW and avionics test and evaluation, missile test range control and logistic support, to name a few. The P-3As will continue, of course, in the active service.

*All Hands* is an outstanding publication that I enjoy reading every month. Keep up the good work.—LTJG H. B. Smith

## G.I. Diary

The television series *World War II: G.I. Diary*, produced by Time/Life Television is a documentary of American military involvement in various conflicts as seen through the eyes of participants.

Much information for this series came through letters received from veterans who responded to Time/Life notices placed in several service magazines. These letters were of great help in developing *G.I. Diary*, but because the series is no longer in production Time/Life requests that no more letters be sent.

## Interest Stirred

SIR: I would like to know if James B. Stockdale has written any books about his eight years in captivity. Your story in March '79 *All Hands* has really stirred my interest.—William Wilson.

• Although Vice Admiral Stockdale has not written a book about his captivity, he did write "*The World of Epictetus*" which appeared in the April 1978 issue of *Atlantic* magazine. Many public libraries keep copies of this periodical.—ED.

## LT Stone Was There

SIR: Your article about the NC-4 (April issue) was interesting. Some of your readers may not be aware of the fact that the navigator of NC-4 was LT Elmer Stone, a Coast Guard pilot. His performance is a standard many Coast Guard pilots set their goals by in their somewhat different, but just as challenging assignments.—CAPT R.B. Bacon, USCG.

• According to our records and a recent interview with Walter Hinton, sole surviving member of the NC-4 flight, LT Stone was assigned to the aircraft as co-pilot. Then LTJG Hinton was pilot.—ED.

## Reunions

• USS *The Sullivans* (DD 537)—8th reunion Aug. 10-12, 1979, in Buffalo, N.Y. Contact Robert R. Sander, 325 Thatcher Ave., River Forest, Ill. 60305.

• Fleet Air Reconnaissance Squadrons One and Two (VQ1/VQ2)—5th reunion at Bolling Air Force Base Aug. 5, 1979. Contact CDR Tony Peltz, 718 N. Armistead St., Alexandria, Va. 22312.

• USS *Diphda* (AKA 59)—Reunion May 1980 in Brownsville, Texas. Contact Tom Coogan, 12185 Ford Line, Southgate, Mich. 48195.

• USS *Vincennes* (CA 44 Cl. 64)—Reunion Aug. 7-9, 1979, in Vincennes, Ind. Contact Peter H. Capp, 1014 Augusta St., Elizabeth, N.J. 07201.

• USS *Healy* (DD 672)—Interested in scheduling a reunion. Contact R. Adelman, 21-84 E. 28 St., Brooklyn, N.Y. 11222.

• VP-1/VPML 1—Reunion summer 1980. Contact CDR Joe Corsi, Code 74A, COMNAVAIRPAC, NAS North Island, San Diego, Calif. 92135.



# Stern Shots

Charts not only tell you where you're going but how to get there safely as well. Loaded with information—especially those dealing with busy harbors—charts are a necessity if one doesn't care to ruin one's day at sea. Match the hazards in column A with the symbols in column B.

1. Sunken rock dangerous to navigation
2. Kelp
3. Sunken wreck dangerous to navigation
4. Sunken rock not dangerous to navigation
5. Tide rips
6. Sunken wreck not dangerous to navigation
7. Breakers
8. Eddies
9. Rock awash at level of chart (sounding) datum



A



B



C



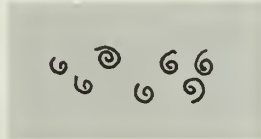
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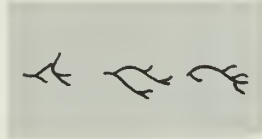
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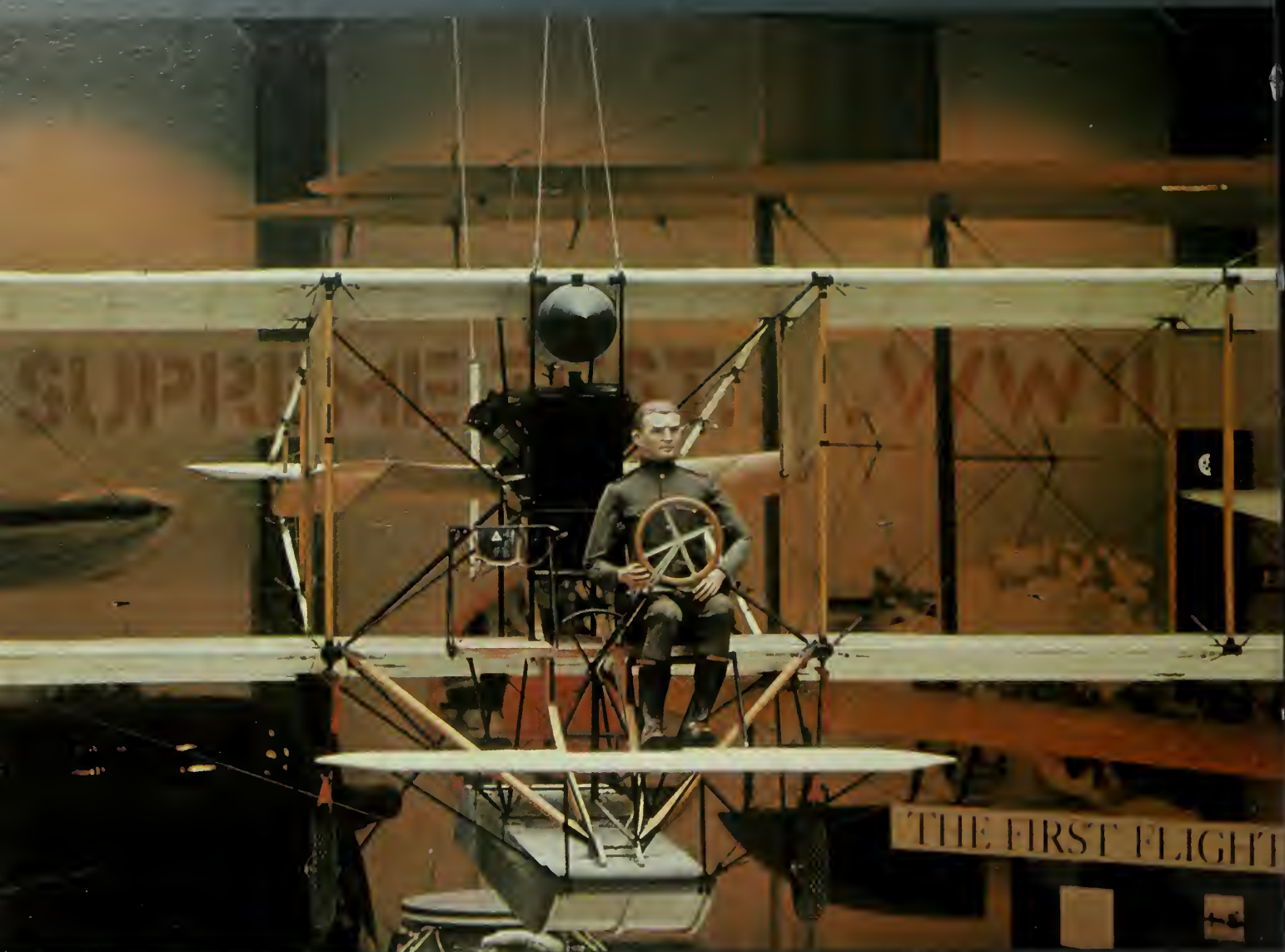
H



I

Answers: 1-B; 2-H; 3-D; 4-C; 5-F; 6-E; 7-I; 8-G; 9-A





**Phase II at Pensacola • See page 32**

# ALL HANDS

AUGUST 1979



in this issue:

Chief of the Boat  
in USS Haddock

R & P Educational Programs

359.05

A416







*No other way to go. When your ship is named after the man with the most famous signature of all time (at least for Americans), what better way to display the name than on the stern? Commander Ron Wilgenbusch, first commanding officer of the new destroyer USS John Hancock (DD 981), had his ship's name done up in style before commissioning at Pascagoula, Miss. (Litton photo.)*



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# ALL HANDS

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MAGAZINE OF THE U.S. NAVY — 57th YEAR OF PUBLICATION  
AUGUST 1979 NUMBER 751

Chief of Naval Operations: ADM Thomas B. Hayward  
Chief of Information: RADM David M. Cooney  
OIC Navy Internal Relations Act: CAPT Robert K. Lewis Jr.

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# Currents

## NAS Brunswick Garners Gold and Silver Anchor Awards



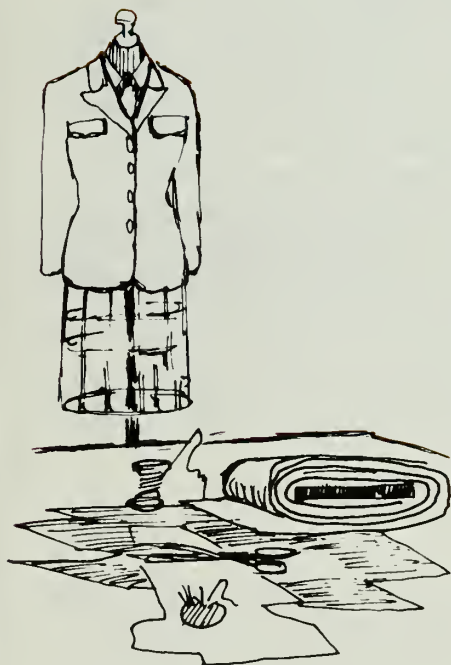
The base mottoes of Naval Air Station Brunswick, Maine, say it all: "People are our business" and "We care." No empty boast, NAS Brunswick has earned the 1978 CINCLANTFLT Golden Anchor and COMNAVAIRLANT Silver Anchor Awards for having the best career motivation and retention programs of any major naval air station in the eastern United States. NAS Brunswick tackled the challenge of keeping its first term sailors in the Navy by retaining 40 percent of the command's enlisted personnel last fiscal year. That figure is double the NAS Brunswick FY 77 retention rate and almost triple the figure in FY 76. Early retention figures for this fiscal year show an almost 60 percent rate of retention. In addition to the impressive retention figures, NAS Brunswick was cited for "overall excellence in people programs" when it was presented the Golden and Silver Anchor Awards by Vice Admiral George E. R. Kinnear II, Commander Naval Air Force, U.S. Atlantic Fleet. The command's career counselor, NCC Bill Jarvis, credited an excellent relationship with the civilian community as one reason for the high retention at NAS Brunswick. "Few other bases can compete with the cordial attitude of the area's civilians toward the military," he said. "This results in more enjoyable tours of duty here and enhances job satisfaction and retention."

## Valdez Saves Endangered Lobster Boat



When lobster fisherman Tom DeLong of Medford, Mass., was forced to ground his boat *Lela* recently, he didn't know that three weeks later he would be celebrating the event by throwing a lobster dinner for the Navy. After *Lela's* propeller shaft pulled out of her transmission on May 19, DeLong was forced to beach the boat. Due to the high tides and waves, however, the boat was in danger of breaking up. Later that day, Commander Harry Korrell, commanding officer of the Boston-based USS *Valdez* (FF 1096), saw the distressed lobster boat from his home and alerted his ship to the situation. A damage control party of volunteers went to the site and helped DeLong bail out his boat and also rendered the vessel water-tight. When the tide came in the following day, the Navy volunteers righted *Lela* and rode her out to a temporary anchorage before she was finally towed to safety. To express his gratitude, DeLong planned a lobster dinner on June 9 for CDR Korrell and the seven crew members who helped save his boat. "I would have lost a year's pay," DeLong said after *Lela* was safe. "I had 320 lobster traps in the water. I would have lost them all. I would have lost my boat...."

## New Uniforms for Women Okayed



New uniforms, including working khaki, summer white, summer blue, winter blue and winter working blue, have been approved for wear by Navy women. Working khaki may be worn by officers and chiefs on an optional basis after May 15 and may be prescribed after Sept. 1 this year. The khaki uniform articles include shirt, slacks, windbreaker jacket, skirt, garrison cap, combination cap cover and web or double knit belt. The summer white is a short sleeve open-collar white shirt, white skirt, and white shoes for officers and chiefs, black shoes for E-6 and below. The white slacks are not yet authorized. Officers will wear soft shoulder boards with this uniform, chiefs will wear collar devices, and E-6 and below will wear rating badges. This uniform is authorized on Aug. 1. The summer blue uniform consists of a short sleeve white shirt with an open collar. Summer blue ALFA is worn with the blue skirt and summer blue BRAVO with blue slacks. The slacks are authorized on Aug. 1 and the skirt will be authorized on Oct. 1 after it becomes available in Navy exchanges. Insignia are the same as with summer white. Long sleeve blue shirt and blue skirt with the ALFA, blue slacks with the BRAVO, make up the winter working blue and winter blue uniforms. While the winter working blue is open collar, the winter blue uniform is worn with closed collar and the current women's tie and ribbons. Insignia are collar devices for officers and chiefs, and sleeve rating badges for E-6 and below. These rating badges will be available after Oct. 1 when these uniforms will be authorized on an optional basis. Additionally, short and long sleeve chambray shirts and denim dungarees, all sized to fit women, will be available in the Navy exchange system after Aug. 1. These changes were announced in NAVOP 63/79, and will be incorporated into Navy uniform regulations. Details on material, where to purchase the uniforms, and authorized uniform combinations are included in the NAVOP.

## Navy Engineers Receive \$25,000 Patent Award

In 1956, a group of four Navy civilian engineers working with imagination and spare parts developed what became the ASW weapon called SUBROC. Last week, Secretary of Defense Harold Brown presented the engineers with a \$25,000 patent award, the maximum allowable under law. The award is only the eighth maximum award granted since the establishment of the Federal Incentive Awards Program in 1954. Of the eight, five have been awarded to Navy employees. The award will be shared equally by the four engineers—Robert S. Flum, Roland Daudelin, Lionell Woolston, and the family of Bob Norris, who is deceased. In 1956, all four men were employed by the Naval Ordnance Laboratory (NOL) at White Oak, Md., where they conceived and developed the concept of SUBROC. The group obtained small jet motors and jet vane control systems at no cost, and built an underwater launcher with material from the NOL scrap pile. SUBROC is launched by a submerged submarine and is propelled into the air by a rocket motor which ignites under water. The weapon then reenters the water near an enemy submarine, and at a preset depth detonates its warhead. Development of the weapon began in 1958 and SUBROC joined the fleet in 1967.



## Navy Developing Geothermal Energy Source

If you don't use oil, coal, or nuclear power to make your electricity, what can you use? If you're at the Naval Weapons Center (NWC), China Lake, Calif., in the 1980s you may use geothermal energy. The Navy is now requesting proposals from private companies to explore and develop geothermal energy sources at China Lake. An area of NWC is a potential major geothermal resource and is capable of supporting commercial scale production of electricity. The geothermal energy is produced by sub-surface fluids which are raised to the temperature of steam by the heat of the earth. The steam is used to turn turbine generators which produce the electricity. Expended steam is then returned to the ground to begin the cycle again. The Military Construction Authorization Act of 1979 gave the Navy authority to develop such geothermal resources. The plan calls for a private contractor to explore further and develop the field, and operate a power plant to produce electricity for the Navy. The first area served will be NWC China Lake. As the electric plant grows, the power will be used to serve other naval activities in Southern California. An existing geothermal energy field in Northern California produces energy equivalent to one-half San Francisco's electrical needs. Assuming a successful contract is awarded this year, initial power could be on line at the China Lake facility as soon as 1982.

## Female Midshipmen Go to Sea for First Time



For the first time in history, female midshipmen will be assigned training duties aboard fleet ships in the Atlantic and Pacific. They are among the more than 7,000 men and women midshipmen from the Naval Academy and the Naval Reserve Officers Training Corps who will report to ships and shore activities around the world for training this summer. Among the group are 54 women first class midshipmen from the Naval Academy who will serve in junior officer positions while they are at sea for four to six weeks during the academy's summer cruise program. Some 20 Naval Academy women midshipmen will report to west coast ports for sea duty aboard USS *Norton Sound* (AVM 1), USS *Jason* (AR 8), and various combatant ships. Another 19 will board USS *Lexington* (ACT 16), and nine others will serve with the Atlantic Fleet aboard USS *Emory S. Land* (AS 39) and combatant ships. About six will serve on oceanographic ships sailing out of Atlantic and Pacific ports. Women midshipmen assigned to shipboard duty will complete the same training qualifications as their male classmates. This new opportunity for Navy women is the result of a change to the law which permits permanent duty assignment of women to non-combatant ships, and temporary duty to any ship for 180 days or less if the ship will not be assigned a combat mission.

## E-8 and -9 Advancement Exam Policy Modified

NAVOP 62/79 announced a change to the E-8 and -9 advancement policy which eliminates annual exam participation as a prerequisite for advancement to senior and master chief. As a result of this change, candidates for E-8 and -9 who qualify as selection board eligible will retain that eligibility for three consecutive years instead of the present an-

nual exam participation and qualification. Names of selection board eligible personnel will be retained on file for three advancement cycles. If the eligibles are not selected during that time, the names will be deleted automatically. Once selected for advancement, the names will be deleted from the list even if advancement is later declined or withheld. If the E-8 and -9 candidate is not selected after the three screenings, a reexamination will be required. However, members may volunteer to take the advancement exam before eligibility expires in order to improve their score. The policy is effective for cycle 81 (Nov. 1978 exam) and will be applicable for candidates considered, but not selected for advancement, by the March-April 1979 selection board.

## Price Listing for Womens Khaki Uniforms

As announced in NAVOP 63/79, the working khaki uniform for women may be worn by officers and chiefs on an optional basis after May 15 and may be prescribed after Sept. 1. Navy exchanges that carry the new uniform are listed in the NAVOP. Exchanges carry only the double knit uniform. The Naval Uniform Shop, Brooklyn, N.Y., carries both the double knit and the polyester cotton. The following is the Navy exchange price list for the women's khaki uniform:

| Item                  | Polyester Double Knit | Polyester/Cotton |
|-----------------------|-----------------------|------------------|
| Slacks                | \$20                  | \$18             |
| Skirt                 | \$16.50               | \$16.50          |
| Windbreaker           | Not available         | \$24             |
| Short Sleeve Shirt    | \$12                  | \$10             |
| Combination Hat Cover | \$ 5.50               | \$ 4             |
| Garrison Cap          | \$ 6.75               | \$ 5.50          |
| Belt w/Brass Buckle   | \$ 3.50               | \$ 1             |

## In Brief . . . .

**E-7 Terminal Eligibility Date . . .** Some first class petty officers will be eligible to compete for E-7 one year earlier because of a change in the E-7 terminal eligibility date (TED) announced in NAVOP 58/79. For the January 1980 E-7 exam, the TED will be Jan. 1, 1981, instead of the present Nov. 1, 1980. More information is contained in the NAVOP.

**DINFOS Accredited . . .** The Defense Information School (DINFOS), where the armed services train their journalists and broadcasters, has been accredited by the North Central Association of Colleges and Schools. As a result, DINFOS can assign college credit for courses taken at the school and most students can earn an academic semester of credits for attending its journalism or broadcast courses.

**Moreell Medal . . .** Lieutenant Commander William F. Burke, resident officer in charge of construction, Trust Territory of the Pacific Islands, has been selected as recipient of the Moreell Medal. The medal is offered annually by the Society of American Military Engineers to a member of the Civil Engineer Corps for the most outstanding contribution to military engineering.



# Natick- The Navy's Clothing 'Think Tank'

STORY AND PHOTOS BY  
JO1(SS) PETE SUNDBERG

With each measured step, sweat drips from the face of Army Private Kelvin McCumbers. The temperature is 120°F. The straps of his backpack make his shoulders numb.

McCumbers' lot may not seem unusual—throughout history soldiers have tramped through swamps, across deserts and over mountains. Yet, this young soldier's situation *is* different. He wears a submarine deck exposure suit over a liquid-cooled body garment and carries a backpack containing a dry-ice cooling system.

McCumbers' journey is as endless as the treadmill he walks, and every step he takes is for the benefit of the Navy Clothing and Textile Research Facility (NCTRF) at Natick, Mass. Through such testing NCTRF has developed, in addition to dress and work uniforms, more than 4,200 items of protective clothing for the Navy.

Requests for modifications to, or development of protective garments can come from anywhere in the Navy. Regardless of their origin, however, all

requests filter through the office of Charles Emberger, Navy Supply Systems Command (NAVSUP) program manager for clothing and textiles, in Arlington, Va.

"Although most of the requests come from either program or functional managers at the Naval Sea Systems Command (NAVSEA)," said Emberger, "we often get requests from ship commanding officers who feel they need a certain type of garment to better protect their people. An improvement to existing gear usually satisfies that request."

In NAVSEA's case, however, the request is usually more complicated because it stems from the construction of a new class of ship, addition of an advanced weapons system or recently developed fuel.

"I evaluate the request and determine if we have a garment that meets the requisites," continued Emberger.

In addition, Emberger explains the Navy's needs to the Defense Personnel Supply Center (DPSC) at Philadelphia and to his counterparts in the other services. Each contact must then specify whether they have the required garment or would have use for the item if intro-

duced into the supply system. If no one has a garment that meets the Navy's specifications, Emberger prepares a tasking order for the Natick lab.

The outward appearance of NCTRF—housed under two roofs located three miles apart—tends to destroy one's preconceived image of a *scientific laboratory*. Facility headquarters sits on a side street behind a shopping center, while the laboratory, a nondescript brick structure, is nestled (and almost lost) amid Natick's large Army Research and Development Center.

"You have to realize that we're not a manufacturing plant," explained Commander Donald S. Parsons, NCTRF's only military and the officer in charge. "We're a 55-person think tank comprised of textile technologists, chemists, chemical engineers, clothing designers, mechanical engineers and physiologists."

The NCTRF "thinkers" continually seek better materials and procedures to improve the protective characteristics

*Army Private Kelvin McCumbers gets a well deserved rest.*





of items. At the same time, they closely monitor the commercial textile industry for new developments. Staying on top of textile improvements enables NCTRF to deal with any task placed upon them by NAVSUP.

Few people realize the amount of work required to produce protective clothing for the Navy.

"It can take up to five years of research, development, test and evaluation (RDT&E) before an item is ready for fleet use," said CDR Parsons.

The commander pointed out, however, that five years wasn't the norm and would occur only if NCTRF had to produce a garment from scratch, that is, actually invent the appropriate material.

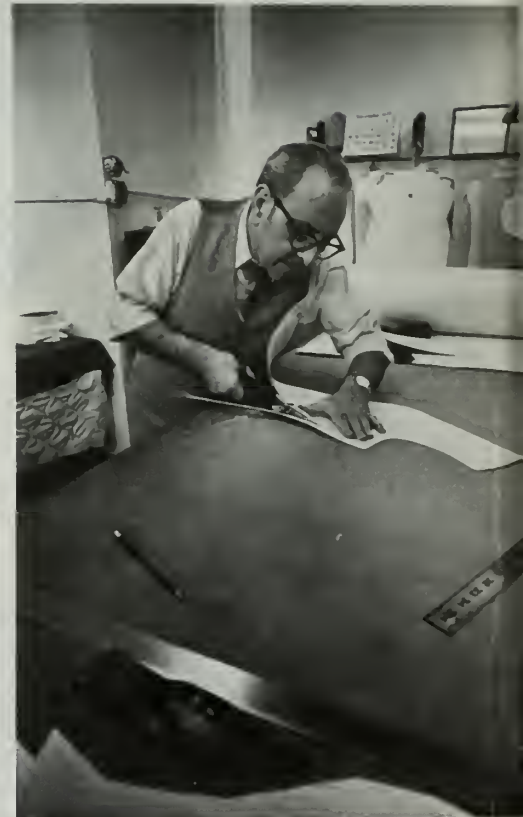
Five divisions provide the RDT&E expertise necessary in the development of protective clothing. The Materials Research Division analyzes fabrics for proposed items; the Clothing Development Division makes and field tests prototype garments; the Environmental

Sciences Division performs engineering and physiological tests and evaluations of items; the Standardization and Specification Division issues the requirements for the manufacture of prototype garments; and finally, the Technical Support Division, located at Philadelphia, works with DPSC and other agencies to supply the new item to the fleet.

As mentioned, NCTRF isn't the most memorable sight in Natick. However, any visitor who has been inside the laboratory facility will testify that outward appearances can be misleading. The building houses seven laboratories in which tests are conducted not only on new items but also on better solutions to old problems.

For example, NCTRF is researching the possibility of adapting the buoyant ballistic armored vest—developed for riverine forces during the Vietnam

*Right: Clothing designer Louis Baldassarre prepares a pattern at the Natick facility. Below: Patternmaker Mary Kiesza.*



War—for use by small craft personnel involved in amphibious assaults. In addition, as DOD's lead lab for developing firefighter's protective clothing, NCTRF continuously reevaluates and incorporates better fabrics and finishes in these outfits to meet new firefighting demands.

The dry-ice cooling system, for which its inventors have recently received a patent disclosure (patent pending), is

NCTRF's attempt to solve the age-old dilemma of heat stress.

Heat stress can occur under many conditions. For example, crash-crew firefighters can be weakened because of the heat when they're dressed in their turnout clothing during runway standby operations in warm climates. If an emergency fire condition occurred, the ability of the crew to fight the fire effectively could be impaired.

Explosive Ordnance Disposal personnel are subjected to heat stress when dressed in impermeable protective clothing. The combination of clothing, such as that worn by firefighters or astronauts, work effort, and warm or hot climatic conditions could limit effective work time unless a body cooling system is used. And, of course, the prime heat stress candidates are the engine- and boiler-room personnel required to work in hot, humid machinery spaces.

To combat the problem, NCTRF engineers developed the dry-ice cooling system—a dry-ice, liquid-pulse-pump, portable system for use with various types of protective clothing worn in areas where heat may accumulate. The system contains a backpack filled with dry-ice and uses a cooling mixture of water and methyl alcohol as the heat transfer fluid which circulates through tubing built into an undergarment.

Since normal temperatures in some of the closed spaces aboard a ship can reach 120°F, tests on the dry-ice cooling system are conducted in the Environmental Test Chamber Laboratory. The lab is designed to reproduce temperatures from -60°F to 200°F with 5 to 100 percent relative humidity.

Volunteers—such as McCumbers—assigned to the Army's Research Volunteer Platoon act as test subjects to determine how a person will react under certain conditions. Various types of work activities at different levels of workloads are simulated by use of a treadmill. The test subjects walk at variable speeds and inclines for 10 minutes; rest for 10 minutes and repeat the cycle for two hours. During testing, their physiological responses are monitored through thermocouples applied to various parts of the body.

The chamber has also been used in developing extreme and intermediate cold weather clothing and the close-proximity, firefighting clothing.

While McCumbers and his fellow soldiers sweat it out in the test chamber, the other six labs conduct tests of their own.

*Chief physiologist Dale Reins watches volunteers test a new wet-suit.*



- The Physical Test Lab conducts RDT&E on the physical properties of fibers, yarn, fabrics and fabric blends to determine how well an item will "wear." Technologists test for colorfastness, breaking strength, tear resistance, abrasion resistance, aging, weather resistance, water repellancy, air permeability, adhesion, stiffness and crease resistance of clothing and textiles. The lab is presently snag-testing new polyester, double-knit fabrics for possible use in dress uniforms and also seeking commercial-coated fabrics for use as outer shells for divers' outfits.

- The Chemical Test Lab tests fibers, yarn, fabrics, coatings, films, laminates, dyes and finishes used in all types of general and special purpose protective clothing and textiles. NCTRF also conducts research on dye formulations and chemical finishes for fibers, fabrics, leather and silicone rubber products. The lab has recently provided a torpedo handler's disposable garment for use as protection against the toxic fuel used in the Mark 48 torpedo. In addition, the lab is presently conducting slip-resistance tests on shipboard work shoes.

- The Thermal Flammability Lab evaluates the effects on fabric of thermal energy—flame, conductive, convective and radiant heat. The lab determines and evaluates the amount of heat required to ignite a fabric and the effects on the wearer's skin. The lab uses direct flame upon a fabric to determine ignition time, rate of burn, afterflame, afterglow and char length of standard and experimental fabrics. The lab is now developing a flame retardant battle dress garment to be worn aboard ship.

- The Air-Sea Environmental Temperature Lab can reproduce air-sea interface temperature conditions which exist anywhere on earth. The air chamber and marine tank combination permits simulation of temperature variations from the Auroral Region (air, -40°F; 28°F) to the Red Sea Region (air, 120°F; sea, 110°F). Physiological tests conducted in the lab figured in the

development of the submarine deck exposure suit and the buoyant ballistic armored vest. The lab also developed the recently authorized Ship's Survival Suits used by the Coast Guard in the Great Lakes regions.

- The Hydrospace Simulator Lab

consists of a pressure chamber, instrumentation and pressure control console, and material test devices. The lab can evaluate material test properties such as thickness change, thermal conductance, and stretch-flex characteristics in simulated water environments to



*Textile Technician Rosemary Salem conducts a stretch test on a piece of fabric to determine how much the fabric will stretch before it tears.*



depths of more than 1,000 feet. The lab tests and evaluates water pressure on divers' fabrics and has performed extensive testing on neoprene fabrics impregnated with glass microspheres. Lab technicians provided the technical guidance for the MK12 diving suit (see March '79 *All Hands*) and are now working on a non-compressible wet suit.

- And, finally, if fire, pressure, water, chemicals, stretching and tearing don't affect a garment, it's sent to the Laundry Lab. The laundry—a typical shipboard model—tests for laundry effects on fabrics and clothing to determine dimensional stability, colorfastness, appearance, and durability of fabrics and fabric finishes with such properties as water repellancy, soil

release, flame retardance, and softeners. The lab also determines suitable laundry procedures for general and protective clothing that are subject to shipboard and special care laundering. Lab personnel have also developed a means of recycling rinse water. The system, which uses a tank to filter the rinse water, not only cuts down on water consumption, but also conserves the energy and oil required to continually pump fresh water into the laundry system.

As these labs test the various fabrics, the Clothing Design and Development Laboratory (located at headquarters) designs clothing, develops patterns and prepares prototype garments. The lab also fabricates containers to protect electronic and other equipment against the rigors of environmental hazards.

Determining the technical specifications of a garment is as exacting as the testing of the material. If such commonplace items as button size and placement, type of thread, and stitches per inch don't follow specifications, the protective qualities of the garment could be adversely affected.

When NCTRF completes its research, a prototype garment is sent to the fleet for up to six months of field testing. During the field test the garment is put through every situation for which it was developed. It's evaluated by the wearers and the results are studied by Natick.

Typical feedback received by NCTRF are comments which deal with the comfort of the garment.

"Many of the sailors involved in testing the garment sometimes don't understand exactly what technical attributes or characteristics are required of the item," said Seymour Lash, director of the clothing development division.

"As a result we often receive comments like 'it didn't feel comfortable because it was too loose.' Although the garment is sometimes designed to fit loosely," continued Lash, "we'll reevaluate it to determine if a redesign or



*Army volunteers test a wet suit in NCTRF's air-sea environmental temperature lab.*

*A medieval looking mace is used to test fabrics for snag-resistance.*



modification can make it more comfortable without losing its protective characteristics."

*Technical Writer John Mylotte and CDR D.S. Parsons discuss fabric characteristics.*

Lash added that although comfort plus protection isn't always compatible, it's a problem that NCTRF is trying to solve by developing such items as the dry-ice cooling system.

Following the field test and any

resultant changes to the garment, NCTRF prepares a technical supply package which includes manufacturing specifications, a sample garment, patterns, description of quantity and sizes of the item to be procured and the stock number (NSN). The package is sent to DPSC which then requests bids from civilian contractors, lets contracts and stocks the item for requisition.

Navy men and women, unlike their counterparts in the other services, operate at sea, in the air, on land and beneath the oceans. Consequently, the sailor's daily routine dictates the need for fire-protective clothing, cold-weather garments (including the current RDT&E of cold-weather undergarments for females in the Women at Sea program), deep-sea swimsuit materials, buoyant-ballistic vests, safety shoes and handwear, dress and working uniforms.

The list is endless. But it's comforting to know that when the need arises the Navy Clothing and Textile Research Facility can fulfill that need. ↓



## Clothing the Sailor Through the Years

Clothing for sailors—protective or otherwise—has not always enjoyed the attention it now receives. It was considered wasteful to clothe military seamen of the 18th century Royal Navy in anything bordering on uniformity.

The Continental Navy man, though faring better than his British contemporary, had the disadvantage of serving in an impoverished Navy. When funds were available they went to the war effort. Uniforms, nondescript as they were, simply reflected practicality and represented a need for protection from the elements.

Pride, not practicality, dictated interest in uniform development during the War of 1812. The Navy's record was impressive and their victories, especially in view of the massive land defeats, caused a new surge of attention to naval matters. And, though there was little progress made on getting uniforms during the war, the government recognized

the need for proper clothing. Still, it took another war before Navy clothing showed signs of becoming standardized.

The Civil War brought the Navy into the steam age. New demands were placed upon the Navy, not only to train men to handle new devices, but also to provide suitable clothing for them. Although it didn't happen overnight, the Navy Clothing and Textile Research Facility (NCTRF) was finally born in 1879 as the Clothing Manufacturing Department of the Naval Clothing Depot at Brooklyn, N.Y.

Then called the Inspection Division, NCTRF's main job was to inspect materials in bale, yarn, fabric and garment form; to develop inspection techniques; and work with the textile industry on the introduction of new materials.

In 1943, the Chief of Naval Operations authorized the first research department. The new Textile and Clo-

thing Research and Development Department, independent of the Inspection Department, laid the groundwork for many innovations in the clothing and textile field. They developed such items as the *Mickey Mouse* boot (a white, heavy rubber insulated boot used during the Korean Conflict and still used in extremely cold regions); the pilot's safety shoe; a semiconductive safety shoe for ordnance workers; and the thermal, waffle-weave, cold-weather underwear which was ultimately picked up by the Air Force and civilian industry.

The R&D department was moved to Natick (20 miles west of Boston) in 1967, became a tenant of the U.S. Army Natick Laboratories, and was renamed the Navy Clothing and Textile Research Unit. In 1967, the Unit was again renamed and became the Navy Clothing and Textile Research Facility.

CARL BRASHEAR

# Only Retirement Ended His Career



BY JO2 LON CABOT

The final chapter of a Navy success story came to a close at the Little Creek Amphibious Base. Master Chief Boatswain's Mate Carl Maxie Brashear, the Navy's first black diver and the first black Navyman to earn the title "master diver," retired recently after 32 years of naval service.

What made Carl Brashear's career an unusual success story is that he achieved his greatest ambitions after surmounting a handicap resulting from a devastating injury which would have thwarted many men—the loss of a leg.

"It took more willpower than I ever thought I had to accept the fact that I had lost a leg. Once I accepted that, I knew I would win the fight to become a master diver," said Brashear.

Carl Brashear's Navy career began

like many others. He joined in 1948 after deciding his job as a gas station attendant in his hometown, Elizabethtown, Ky., "wasn't the kind of future" he wanted.

"I had no idea back then that I would some day become a diver," he said. "I went to boot camp at Great Lakes and then reported to Key West and began my career as a steward."

But he worked only briefly as a steward before securing a transfer to a beachmaster unit in Key West where he served as a seaman.

"I helped beach the old seaplanes and did a lot of swimming," he said.

Two years in Key West and nearly four years aboard small aircraft carriers out of Norfolk, Va., preceded his assignment to the Navy's Salvage Diving School in Bayonne, N.J. "Completing that school was an accomplishment

in itself. In those days, black sailors were not readily accepted into the diving field."

For the next six years, he served as a boatswain's mate and salvage diver in Virginia, Rhode Island and on Guam. In 1960, he entered the Navy's First Class Diver School in Washington, D.C. "I didn't get too far. I dropped out because the academic workload was too much with my limited education," he said.

Serving a year aboard a San Diego-based submarine tender, Brashear reported to Pearl Harbor, where he entered and graduated from the Navy's Second Class Diver School.

After a year aboard a Pearl Harbor-based salvage ship, he returned to First Class Diver School. Six months later he graduated third in a class of 17.

"After I failed the school the first





*Left: Brashear, winding up his 32 years of naval service, with a fellow chief petty officer  
Below: Artificial leg hardly deters him during a regular jog.*



time, I took courses through the Navy to strengthen my educational ground-work," said Brashear. "When I went back the second time, I was ready for the mathematics and science the curriculum involved."

Following graduation he served a year aboard a fleet tug at Norfolk before reporting to the salvage ship USS *Hoist* (ARS 40). That was in 1965.

In March 1966, while Brashear was serving aboard *Hoist*, his career as a diver and a Navyman almost ended. As a boatswain's mate and acting master diver for the command, Brashear was assisting in recovering a nuclear bomb lost at sea after two planes collided over the Mediterranean.

During the recovery, a stern line on a landing craft broke and slung a pipe attached to a steering mechanism across the deck of *Hoist*. Brashear managed to push a shipmate out of harm's way, but the pipe smashed into the back of his left leg.

After five months and seven operations, doctors amputated the leg four inches below the knee.

"It's something you never really get

used to," explained Brashear. "I guess you could say that after awhile I developed a 'grin and bear it' philosophy. But since I lost my leg, a day hasn't passed that I haven't wished I still had it."

For most Navy men, the injury would have ended all hope of returning to the vigorous duties of a boatswain's mate and diver. Carl Brashear only became more determined to make his dream of being the Navy's first black master diver a reality.

He began an extensive therapy program at Portsmouth (Va.) Naval Hospital. His new artificial leg in place, he climbed two flights of stairs several times a day while carrying 100-pound barbells.

"The medical personnel at Portsmouth were amazed that I was so determined," he said. "I had to prove I was still capable of carrying out the duties of a diver."

Shortly before he left the hospital, Brashear took his diving gear and a photographer to the destroyer and submarine piers in Norfolk. "First I used a deep-sea rig in about 30 feet of water. I swam 250 yards in scuba gear and then

made a shallow water dive in a light-weight diving rig," Brashear recalled.

The photographer captured all Brashear's activity on film. Afraid disqualification from the Navy's diving program was imminent, Brashear forwarded photos of himself in action to Washington in 1967.

"Even with documented proof that I could still dive, the people in Washington wouldn't believe I was capable of serving as a diver," he said.

After hearing of the disbelief that prevailed, Brashear convinced officials at the Bureau of Medicine to let him "audition" at the Navy's Deep Sea Diving School in Washington.

"I had to do things that I had never seen done underwater," he recalled. "After diving in every kind of rig imaginable and after swimming to depths I'd never been at before, I finally convinced them that I was still qualified."

Brashear's dogged determination to

remain a diver drew a flurry of criticism from various medical boards, but the sharpest comment he'll always remember came from a senior member of the last medical board at which he appeared.

"One of them asked me if I really wanted to remain a diver," recalled Brashear. "I told him, 'Yes.' Then he looked

me in the eye and said that I was 'one stubborn chief petty officer.' "

Brashear laughed when he recalled the story, but his mood turned somber when he added, "I guess if it hadn't been for my stubbornness, I wouldn't be here today."

Duty with shore and ship commands as a diver and boatswain's mate followed his acceptance into the diving field as an amputee. In 1970, he climbed another rung on his way to the top when he was advanced to master diver. Then,

in 1972, he was promoted to master chief boatswain's mate.

Since his advancement to master diver, Brashear has made at least four descents into deep water every six months to maintain his certification. He works out daily and said he has never used the fact that he is an amputee to avoid any unpleasant task that has come his way.

Brashear's story has been told repeatedly since he lost his leg. He appeared on the television show "To Tell The Truth," and was featured in both Navy and commercial films dealing with overcoming handicaps.

"I've given retirement a lot of thought," he said. "I'm a little sad about it, but I guess when you've stuck with something as long as I've stuck with the Navy, you're going to have regrets when you realize it's time to leave."

Carl Brashear has no intention of bringing his diving career to a halt. He said he's had several job offers to work in diving salvage with local shipyards.

"I'm pretty sure I'll be doing the same job as a civilian that I've been doing in the Navy," he says happily. "I just haven't decided where I'll be working yet."

Carl Brashear's retirement will not mark the end of an active career but the dawn of another. Of himself he said, "Carl Brashear is someone who believes from experience that you never give up and that there is no such thing as the impossible."

Master Chief Brashear recently appeared on a network television show, "Real People," and discussed his life and plans for the future. He mentioned there is speculation that his life will be the plot of a forthcoming picture. ↓

*Below: Brashear in the hard hat diving suit he has worn many times in his career.*





*Below: "Buck" Parker in a quiet moment with one of his sons, Douglas, 7. Bottom: USS Haddock (SSN 621) at sea*



## Chief of the Boat

# Leadership Makes the Difference

STORY BY JO2 F. BRINDLEY

PHOTOS BY

JO3 JOHN H. SCOTT

Arthur "Buck" Parker has survived for years in a world of underwater mountains, hills and valleys, where there is no day or night and pressure is a way of life. But then, he and the men of the Navy's submarine force are a rare breed.

Parker reported aboard his first submarine in 1960. Nineteen years and five subs later, he now is Chief of the Boat aboard USS *Haddock* (SSN 621), a nuclear-powered fast attack sub, homeported at San Diego.

By his own account, life in the underwater Navy can span the spectrum from demanding to beautiful. Recently, Parker talked about his career in subs and his current job as COB.

"I first became interested in submarines by watching the old TV series, 'Victory at Sea,'" said Parker, a 38-year-old master chief electrician's mate.

"The duty just appealed to me. I thought that if I was going to go, I might as well be in the 'exciting, silent service.' So I came in the Navy with the idea of making a career in subs."

With some high school experience as a butcher in his hometown of Concord, N.C., Parker originally planned to enter the commissaryman rating. But his test scores landed him a slot in the interior communications electrician school in San Diego, and he liked it. From there he went to sub school—and it's been subs ever since.

"There's an undefined quality aboard submarines that keeps a person in this

*Parker calls this "cobbing it," or being a sounding board between enlisted and officers.*





community,” explained Parker. “It’s exciting, demanding, and calls on you at times to give all you’ve got—plus a little more.

“Submarine life is rough—a lot more demanding than any other sector,” he continued. “But I feel more comfortable here because of the caliber of people. They’re a lot more dependable overall

“When a guy first comes on board, he’s like anybody else. You have to work into the new sailor an attitude that the job has to be done, has to be done today; and has to be done right. It’s an ingrained process.”

Parker’s sub duty has been varied. Since 1959 when he attended submarine school at Groton, Conn., he’s

assist the commanding officer and executive officer with anything that affects the crew as a whole,” said Parker.

That includes arranging berthing, assigning watches, ensuring ship’s safety, and coordinating with all departments to make sure command decisions are explained, understood and carried out.

In addition to being the sub’s most knowledgeable petty officer, the COB works closely with the career counselor. He also is a member of the quality control and retention board, awards board, reenlistment interview board, striker board, human relations council, enlisted advisory council, and welfare and recreation committee.

He’s also involved with things ashore at the home port such as commissary, exchange and BEQ advisory boards; CPO, PO, and EM club advisory



*Left: The Chief of the Boat at Haddock's only "window." Below: Using his skills as an electrician, Parker works on his sons' race car set and, of course, gets to test it, and test it, and test it, before declaring it fit for the boys to run.*

and you get closer, too. When a sub submerges, I know the odds are it's going to come back up.”

If there's one word synonymous with being a member of the submarine force, Parker will tell you that it's “qualified.” From the day a man reports to his first sub until he retires 20 or 30 years later, he's involved in qualifying for an almost endless chain of watch stations, each one vital to the survival of the boat and its crew.

One such link in that chain is Chief of the Boat—a job that requires the most qualified, most senior enlisted man on the sub. As a COB, Parker speaks for professionalism.

“People aboard subs have to be alert when they do a job because they're always involved in some safety hazard,” he said. “Therefore, there's a greater sense of duty and responsibility in the sub force. You always find someone who is willing to step forward and accept responsibility.

served aboard USS *Corporal* (SS 346), a diesel-powered, GUPPY (Greater Underwater Propulsion Power) sub, as well as three fleet ballistic missile submarines: USS *Casimir Pulaski* (SSBN 633), USS *Daniel Webster* (SSBN 626), and USS *Robert E. Lee* (SSBN 601).

He has seen a lot of technological advances. “The basic design has stayed pretty much the same,” he said, “but the power plant, electronics and communications are all more sophisticated.”

The chief says that interior communications aboard subs has gone from basic electrical mechanisms to computerized circuitry: “It has really advanced—and a lot higher intelligence and education is required in order to do the job now.”

As Chief of the Boat, Parker no longer performs the day-to-day duties of a master chief electrician's mate. The Navy considers the job of COB vital to morale and to the effectiveness of the boat.

“The basic function of the COB is to



boards; and the Navy wives and ombudsmen clubs.

"Mine is a people job that can include anything from a counseling session to conducting an investigation," the chief said.

"Sometimes it's as simple as saying 'Hi,' and stopping to chat with a fellow sailor to see how things are going.

"I learned early in my first tour as COB aboard *Daniel Webster* that you can't solve a man's problem—you can only lead him to a solution. But if you sit down and give him guidance and leadership to help him solve his own problem, it takes less of your time; besides, you're more effective."

Chief Parker, who says there's no such thing as a typical day for a COB, also says the closeness and isolation that are part of submarine duty make it easier to get to know an individual both personally and professionally.

"I have to know each man on board—and that includes knowing qualifications, abilities and capabilities. It's also having a gut feeling that tells you how he would react in certain situations if you put him in a new position of responsibility."

As for what makes a good Chief of the Boat, Parker has no doubts. "It's one of those intangibles called leadership," he said. "Either you've got it or you haven't."

"You can be a quiet leader or you can be a hard charging leader. Personally, I prefer the quiet approach. I don't like hollering—I just want to get the job done."

The COB says that serving aboard a submarine calls for a special kind of personal sacrifice.

"It's hard on the family," admitted Parker. "You lose contact even on weekend operations, and every time you come back you have to update yourself with your family. To come back off a three-month deployment and see your little boy has grown three inches or even a foot can be very trying on the man."

However, as *Haddock's* skipper, Commander Daniel K. Bacon, testifies, women like Buck Parker's wife, Ann, help provide a tremendous boost in the morale of the ship during an at-sea period.

"The COB's wife plays an important role in aiding the morale of other wives of crew members," said Bacon.

"Whenever the ship is at sea, the COB's wife and the CO's wife help the others. They let them know if the ship's schedule is changing and they make sure they get help if a personal problem arises."

The Parkers, who live in a suburb

north of San Diego, have four boys who keep their dad pretty busy when he's home. The chief is active in Boy Scouts' activities like camping and fund-raising drives. He has been president of the local little league, too.

Parker says, "Patriotism may not be the old stand up and shout 'I love my country' variety of the 30s and 40s. But it's still there.

"I still love my country—and, yes—I'll still go to sea and help stand up for the rights of others. That's basically why I came in the Navy." ↓



*Right: The chief and his wife, Ann, at home; long deployments are hard on family life but, still, submarine duty is rewarding.*



# There's

STORY AND PHOTOS BY  
PH2 DAVID LONGSTREATH

For Navy people stationed at Naval Facility Eleuthera, poor television reception is a small price to pay for living in paradise.

Eleuthera, part of the Bahamian archipelago stretching 750 miles east and south off the Florida coast, is one of those Caribbean *out* islands unspoiled by commercialism. You can walk the beaches of the 110-mile long island for hours and not come across another person nor hear anything but the sound of the sea swirling over coral.

In the middle of it all is the naval facility, a small oceanographic research station, nestled on a hilltop overlooking the Atlantic Ocean.

*Left: Sunset at Governor's Harbour on Eleuthera. Lower Left: A couple walk along the beach at Ten Bay. Below: OT2 Pam Lipasek spends her free time snorkeling for conch.*



# Something for Everyone on Eleuthera

The daily routine for the 150 Navy people at the facility has been described as life in a small town—with one difference. The scenery and climate do much to eliminate the boredom often prevalent in small communities.

"Liberty and life in general are excellent here," said Commander R. E. Carlson, the facility's commanding officer. "There's something for everyone, from skin diving to just combing the beaches for shells."

As expected, water-related sports are popular on Eleuthera. Favorite pastime of many is snorkeling for conch, a bright pink, spiral shell found in 10 to 15 feet of water. The shell's white mollusk, when cooked Bahamian style, is a spicy dish comparable to scallops with a blend of Spanish-like flavoring.

Conch, called "konk," along with Bahamian lobster and other seafood, can be purchased in open-air markets along the roadside. "For a few dollars you can get enough conch to feed a family of four at least two meals," said a non-snorkeler.

Navy people don't spend all their off-duty time playing. Because of the helping-hand policy practiced by the Navy, a warm relationship exists between facility personnel and the more than 9,000 local Bahamians.

"We have always invited the Bahamians to come to us for help when they need it," said Carlson. "And the people stationed here have never refused to become involved."

Navy men and women from the facility have helped repair a local settlement's fire engine, donated books to high schools, and organized fundraising drives to help buy an ambulance for the settlement of Governor's Harbour.

The good will practiced by the Navy isn't characteristic of the island's past history, however. Originally, Eleuthera was inhabited by Lucayan Indians who migrated from South America. When



*George Rolle, a local employee, inspects the base fire engine.*

Spanish explorer Ponce De Leon discovered the island in 1513, the Indians were forced into slavery. Long hours in the tropical sun, a poor diet and cruel treatment eventually led to the Lucayans' extinction and left Eleuthera unpopulated until English settlers arrived in 1648.

The life of the early settlers was far from easy. Their task of making the island productive was often interrupted by attacking Spaniards and roving bands of pirates. Finally, under British rule, the marauders were defeated.

Life on the island has changed dramatically since the English first colonized Eleuthera. However, the pace of living has remained the same. For Navy people, it's an opportunity to experience a different lifestyle—minus the hustle and bustle normally associated with large cities.

Radioman Third Class Bill Coen and his wife, Jan, a Department of Defense school teacher, like their island life. They have a spacious, two-bedroom bungalow complete with a panoramic

view of Governor's Harbour.

"There's not much traffic and it's always quiet here," says Jan. "If we want to go snorkeling or swimming, we just step out the front door and the entire Caribbean is waiting."

The couple say the island has a lot to offer, but there are some drawbacks in a garden paradise. "Although we get television, the reception is poor and few off-base homes have air conditioning. But this is a small price to pay."

Ocean Systems Technician Chief Jim Bean agrees. "This is the best duty I've had. The pace is less hectic and, in general, people here have fewer worries."

Eleuthera in the Bahamas—the perfect place to sit back, kick off your shoes and enjoy. It's more than a temporary relief from winter's storms and big city problems—it's a place where Navy men and women enjoy life to its fullest. ↓



# Duty in the 'Yard'

*"Stand up, young men, the first thing we teach you here is to salute the Superintendent when he passes in uniform."*

—Commander Richard Wainwright  
Superintendent, USNA 1900-02

You're in your stateroom—the ship is relatively quiet. The evening meal is over. You have a few quiet minutes before you check out your division and get ready for the evening watch on the bridge.

Before you—on your desk—is a sheet of paper. You keep staring at it while you doodle along the margins; doodle, that is, when you're not chewing on the pencil. You've crossed out a few words, written in new ones and crossed those out as well. Tonight's paper doesn't look much better than last night's. You have to make up your mind.

OK—from the top—what have you got? Number one—Sydney, number two—London, number three—PG School. There are seven such listings. Next to some you've written words like "sailing," "career enhancing," "a must," and the like. Other things are scribbled—"admiral's aide," "political science,"—random thoughts on a sheet of yellow legal. Meditatively, you write, "Annapolis!!!!"

Wonder if the old place has changed?

Can you beat it—couldn't get out of there fast enough that last day...company officer made us come back and hold field day on the rooms or else we couldn't pick up our orders. Brand new ensign busting to get out and I was stuck on the business end of a buffer...been a long time.

Well, why not? Best sailing on the eastern seaboard, best fishing...football on Saturday afternoons instead of "Stand by to receive fuel!"

No need to ask the wife. How many times has she said, "Put in for Annapolis"? Ever since Steve and Marge went there, she's been after me to go back to Crab Town.

"Reef Points" never said anything about this enigma—the struggle of a junior officer trying to pick his next duty as he nears the end of his first three or four years at sea. Nor did it say anything about the values one should place on duty choices.

Never mind. You've made up your mind, Annapolis heads your list of choices—you'll send it off tomorrow.

*Below: Instructors assigned to the Division of Professional Development meet often to discuss midshipmen training program.  
Left to right: Lieutenants Randolph Ni, Royal Connell Jr., Martin Deafenbaugh, Louis Deasaro and Rodney Repka.*





Left: Lieutenant Dave Dodge instructs midshipmen aboard one of the Academy's YPs.

Giving the balled up sheet a toss (you miss the can), you grab your cover and head topside to CIC. You tell yourself the world needs more decision makers like you—*c'est moi*.

Trouble with any decision like this is the waiting. Anxiety creeps in after a week or so. That turns to desperation as the weeks crawl; you tell yourself bureaucracy is a monstrously slow machine. You begin to convince yourself that choice number two, three and four aren't really that bad. You've become convinced—no way are you going to get number one.

The day comes when you're up to your ears in reports and trying to track down spare parts that you *know* are on board. The next duty station couldn't be further from your mind. It always happens that way—"Hey, Duke, hear you got Annapolis."

"Huh?"

You're on your way, as soon as that unsuspecting martyr of a relief shows up on board.

What you didn't know is that once your request reached the Naval Military Personnel Command, they went over your record with a fine-toothed comb, looking for your strong points and your weak ones. Capsulized information was forwarded to the Naval Academy and they decided you were the type they'd like to have. Most men are their own worst judges. In your case, the record is clean, fitness reports show a positive, steady improvement, and past skippers have marked you as one of their better officers. And holding a P-Code (subspecialty) further enhances your chances of Annapolis orders.

All this is not to say that only Academy graduates should apply for duty at the Naval Academy. Far from it. Rear Admiral William P. Lawrence, Superintendent of the

Academy, looks at non-grads as people who "bring a unique perspective" to the job.

In fact, says the Superintendent, three officers who have held top positions at Annapolis this past year are not Academy graduates—the Commandant of Midshipmen, the head of the Professional Development Division, and the Director of Candidate Guidance.

The degree of education stipulates the placement of new arrivals—especially junior officers, lieutenant commander and below. A bachelor's degree is a must and no one lacking a baccalaureate is ordered into Annapolis. It takes a master's at the minimum to be assigned to one of the 200 military billets in the academic faculty.

On the whole, junior officers without advanced degrees are assigned as company officers or to the Professional Development Division (leadership, law, seamanship, navigation); the remainder serve in various administrative billets, generally under the Commandant of Midshipmen, Captain Jack N. Darby.

Of the 550-member faculty, 50 percent are naval officers and of that number, about half are junior officers. There are some 275 civilian faculty members, 70 percent of whom hold PhDs.

There are few people in the naval service today who don't know the general history of Annapolis. With the advent of steam in 1839 (USS *Princeton*) and a subsequent appropriation for the building of steam warships, a naval school ashore for the training of midshipmen became a necessity. Secretary of the Navy George Bancroft was the catalyst for the founding of a naval school and the 10 acres of old Fort Severn in Annapolis were ceded over to the Navy for that purpose.

Classes started on Oct. 10, 1845, under Commander Franklin Buchanan, assisted by a seven-member faculty, for 50 naval cadets (they became known as midshipmen in 1902 under Commander Richard Wainwright). It took five years before the Academy was officially designated the United States Naval Academy and those years before 1850 constituted a period of settling down.

From the very beginning, Buchanan stated that the fundamental objective of a cadet's training were: "obedience, moral character and temperance," all hardly changed today.

Admiral Lawrence emphasized the moral objective when he said, "We improve one's ethical values. In fact, we continue this through the entire four years in our leadership program."

On today's 329-acre campus, men and women midshipmen undertake a diversified academic program which leads to seven designated engineering Bachelor of Science degrees or undesignated Bachelor of Science degrees in 11 other areas from chemistry through political science. This is a far cry from the old days when the Naval Academy was concerned only with turning out sea officers. Degrees were not granted until the Class of 1931.





The Academy was first accredited by the Association of American Universities in 1930. It was first accredited by the Middle States Association of Colleges and Secondary Schools in 1947. The 1964-65 academic year saw the establishment of the civilian positions of Academic Dean and Dean of Admissions.

The single purpose of the Naval Academy is to turn out professional line officers, the majority of whom are career oriented. All graduates face the five-year active duty obligation (which one faculty member calls the "five-year opportunity").

The overview of life at Annapolis for junior officers is positive—there are few gray areas. Admiral Lawrence and Captain Darby are a team, they speak as one person. To both, the Brigade Honor Concept (which Admiral Lawrence helped frame back in the days when he was Class President) is something more than words which say midshipmen won't lie, cheat or steal.

"What we cover here deals with ethics, morality and honesty on a plane much higher than one was taught by his or her mother," said CAPT Darby.

"Here we're interested in moral development. The average university is interested in this as well, but generally as it concerns cheating on exams. Here, we spread this out over the whole four years."

That's where the junior officer fits in at Annapolis. "Officers at the Academy," said the admiral, "have demonstrated performance better than the Navy average. They are involved in character building; the total environment is geared toward this. It's really a challenge."

Echoing the admiral's words, CAPT Darby said that the

junior officer "gains a tremendous satisfaction from his work. When he leaves here, he'll have made an impact on the Navy for years to come."

The junior officer, the captain continued, "is a counselor, a father confessor. His reward is that he develops himself by dealing effectively with people."

OK, so you have the general idea of what you'll be doing at Annapolis. Since the "you" in this presentation is purely fictional, we'll assume that you now ask a question—"What's in it for me and my family?"

For you it's career-enhancing duty, no doubt about it. You have the opportunity to deal with young people and help shape their thinking while correcting some of the myths they have heard about the life of a naval officer at sea. After all, you have served there and you can be sure they'll want to know what it's all about—not from textbooks but from you.

You will have the opportunity to deal with young men and women (there are more than 4,300 of them) in groups and on a one-to-one basis. You'll learn that they will confide in you. From you they'll reap rewards from other aspects of leadership—guidance and counseling. You'll see them when they are happy and when they're not; you'll see them when they're buoyed with confidence and when they have their doubts. That's where the father confessor in you surfaces—the answers you'll give will be straight and there won't be any frills attached.

Admiral Lawrence has already said: "You will find them exceptionally bright, eager to learn, and full of questions that demand reasonable answers. Thus, the challenge to you is by no means a small one."

In this new role, you will hark back to your own days either

*Left: Captain Jack Darby, Commandant of Midshipmen, inspects company officers before classes at the Naval Academy.*

as a midshipman at the Naval Academy or as a student at another university. You knew then that there were certain people in the yard or on campus to whom you could unload when things, call it the system, were getting you down. Those people told you what it was all about, what was expected of you, and they were blunt when the need arose. That's where you'll fit in at the Academy and that's what the midshipmen will expect of you in most matters. It goes by several names—some say leadership, others say character building, but it's counseling pure and simple.

You'll work long and demanding hours but you will learn to work out a schedule whereby everything still gets done—much as you scheduled your work in your student days. The wife and kids may not see much of you at first, but then they'll see another side of you—one that's as dedicated as ever to the task at hand but one, too, which has at its center a concern for others. And your wife will become involved. As one junior officer now at Annapolis said, "My wife didn't know the first thing about football when we came here. Now she's the biggest fan in the yard." So it's been with others.

In Commander Wainwright's time it was reported, "His quarters became a frequent rendezvous for cadets, many of his son's class (young Wainwright was a mid). Mrs. Wainwright, had an intense interest in cadets, and extended her kindness and courtesy to representatives of all classes."

An officer currently at Annapolis echoes those feelings when speaking of the Academy system of sponsoring plebes—having plebes as house visitors on weekends during that mixed-up year. "I'm still amazed how well they fit in and adjust in one's home. It amazes me to see three or four grown men on the floor, on their knees, teaching 12- and 14-year-olds the proper way to play backgammon.

"You find yourself taking an interest in them through their four years here. You're as interested in them as though they were your own."

The Academy is a tight community, one where the wives have activities and so do the children, to the point where a person could hardly call it boring. There are wives' clubs, garden clubs and an assortment of weekly events to keep a woman hopping, in addition to the job opportunities of a state capital city.

Midshipmen engage in 27 varsity and 31 intramural sports, and many of these—such as sailing and tennis—are enjoyed by the Yard's inhabitants. When kids aren't playing, they can







*Left: Superintendent of the Naval Academy, Rear Admiral William P. Lawrence, a former POW, has been named as the 23rd recipient of the National Football Foundation and Hall of Fame's Gold Medal to be given in New York on December 4. Left, below: Bicycling near the chapel.*

*At right: Marine Captain Charles Boyer, wife, Janet, and son, Tom, watch the color parade during the 1979 Commissioning Week events.*



wander from one field to another in an afternoon watching all kinds of contests. If watching isn't enough, they can do as one 14-year-old does—get up at six every morning in the summer and hotfoot it over to the nearby Naval Station for a morning of sailing. Pretty good for a youngster whose normal reveille on days off is sometime after 9 a.m.

Besides the obvious, such as sports and scenic Annapolis, officers and their families have a whole range of cultural activities at their doorstep. The famous Forrestal Lecture Series and the Guest Preaching Program allow them to hear notables from Dean Rusk to Norman Vincent Peale, leaders in every field from publishing to the women's movement to politics.

Then there is the continuing education process. Those assigned can avail themselves of courses at night and on weekends at nearby centers such as Georgetown and American University. For the officer and his family, nearby Baltimore and Washington are gold mines of culture, including the latest Broadway plays and exhibits at world famous museums and galleries. Anything of importance comes to Washington first, the rest of the nation later.

Quarters have been described as large, ample and well cared for and there's another plus in these days of chronic gas shortages—everything's within walking distance; the family car gathers dust. Don't care to walk? Bicycling is great—there are few hills.

From a purely selfish standpoint a junior officer has much to gain from a tour at Annapolis.

First, only the best are sent there. Although one tour hardly makes an entire career look great, it has its advantages. One is in competition with the best of his peers and competition is the machine which produces winners.

One can gain a subspecialty during a tour and, for some, it can be in their major field. Either way, a P-code is an added plus in a record.

Some may be inclined to think that one must go to Washington to fill out the corners of a career; the action is at Annapolis just as well.

What about those who are now at the Academy? How do they feel about their choice? The opportunity came by talking with a small group of five lieutenants in the Professional Development Division. Here the air is charged—one wonders if the deck hasn't been stacked. These guys *like* what they're doing and they can't see why others don't feel the same way. This group includes a nuclear submariner just ashore after four years on a sub in the Hawaii area. It includes, too, one lieutenant who is *getting out*—he's going to medical school, he hopes, but he's coming right back to the Navy.

The five have served in seagoing slots—aboard an LST, a frigate, a carrier—and they've taken the basic SWOS course at Newport. Their reasons for coming back?



"Out of curiosity, I suppose. Sort of like returning to the scene of the crime. It's a lot more than I expected," said LT Randy Ni.

"I fought like hell to get here," said LT Royal Connell. He's back after seven years, the last two and one-half aboard a DD.

LT Marty Deafenbaugh said, "I'm happy to be here, working with people—working with mids. I have a chance to change my warfare specialty."

What does the distaff side of the Deafenbaughs think about the duty? "She was the number one push behind my decision to come back...the quarters are good, large—fact is, they're beautiful."

Another said his quarters were somewhat less than he had in Charleston, but, then, he owned his own home there which he sold before coming to Annapolis.

All agreed that there was little free time because there was so much to do and so little time in which to do it. "After a while, you run your own schedule," said one, "and things get done."

Deafenbaugh was a little uptight at one point when he thought others in the fleet looked down at duty at the Academy and, as well, those who accepted such duty.

Told that this had to do with some people's idea of "career enhancement" and "getting one's ticket punched in Washington," he relaxed. He obviously didn't put much stock in those lines.

Connell—the more senior by a couple of years—said that the junior officers at the Academy "...provide the link for the midshipmen.

"They look up to us. They want to know what life as an officer at sea is all about. We can tell them and it's rewarding dealing with them.

"We talk on their level and they understand us."

How's bachelor Randy Ni like the duty—all the others in the group are married and have young families.

"Annapolis has a lot of night spots," he said grinning. "But, seriously, this area has a lot of everything—from theater and schools in Washington—and there's a lot to do when we're not teaching or coaching (he assists with lacrosse).

"I like it."

No one leaves the "real Navy" when they come to Annapolis. It's not the operating fleet, true; it isn't some kind of a super school for spartan warriors. Neither is it a place for bosses and those who are bossed.

Midshipmen stand three inspections a day during the week and their officers also stand inspection. Not as many, of course, but they stand inspections. Midshipmen can look out the windows of Bancroft Hall and see company, admin, and faculty officers lined up and braced during a regularly scheduled inspection.

"It does the midshipmen good to see their officers stand inspection," CAPT Darby said. "They know that this is a regular thing in the Navy and being an officer doesn't excuse one from performing regular military duties.

"I think the mids get the message and it sticks with them. We're all part of a professional outfit."

Yes, the Navy and Annapolis are part and parcel of a professional life. The junior officer who serves at Annapolis is serving the Navy at its wellspring. For a professional, "it's a great shore duty."

Your number one choice was right on target.—JFC ↓



# Bearings

## More Than Luck

"Your figures were the highest of any ship in the entire Pacific fleet," said Rear Admiral Robert B. McClinton, Commander Naval Surface Group Western Pacific, to the men of USS *White Plains* (AFS 4), a winner of the 1978 "Golden Anchor" reenlistment award.

*White Plains*, known as the "Orient Express," led other major afloat commands with an impressive reenlistment record: 75 percent first-term, 83 percent second-term, and 90 percent for career reenlistment.

Commanded by Captain Robert S. Owens, *White Plains* also won the Battle Efficiency "E." News of this award came while the combat stores ship was en route to her home port of Yokosuka, Japan, after participating in the joint

U.S./Korean exercise called "Team Spirit '79."

Living up to her name, "Orient Express" covers the Western Pacific providing "express" service to other ships of the Navy's 7th Fleet. She helps carry the lifeline that 'feeds' the ships which remain on station.

But when she is in home port, her crewmen join their families in enjoying their tour in Japan. As members of the Navy's Overseas Family Residency Program in Yokosuka, *White Plains'* crewmen and their families take part in frequent get-togethers. The ship regularly hosts family parties, as well as open house events and luncheons for orphans and local school children.

*Ready to put finishing touches of gold paint on the port anchor (l-r): NCCS Sidney W. Cockrell, Command Career Counselor; Captain R.S. Owens, Commanding Officer; and MMCM R.F. Paterson, Command Master Chief.*

As "sister ship" to the Japanese mine-layer *Sohya*, *White Plains* takes an active part in traditional cultural celebrations. *White Plains* and *Sohya* crews alternate in hosting social festivities, such as the "mochitsuki" rice-pounding ceremony held recently aboard *Sohya*. Sprinkled with sweet beans or a sugary sauce, the "mochi" is eaten for health and good luck.

If it's winning awards, meeting new friends or just sharing good fun, *White Plains'* sailors know how to do it—and you can bet it's more than luck.

## A Minority of One

Minorities normally band together to share common interests. But Navyman Jefferson M. Timothy is a minority of one.

The 27-year-old native of Kosrae, in the Eastern Caroline Islands, said he's "the first and only Kusaie in the United States Navy."

However, he adds, "I don't feel like a minority. Everywhere I go the reception has been terrific; I make friends easily."

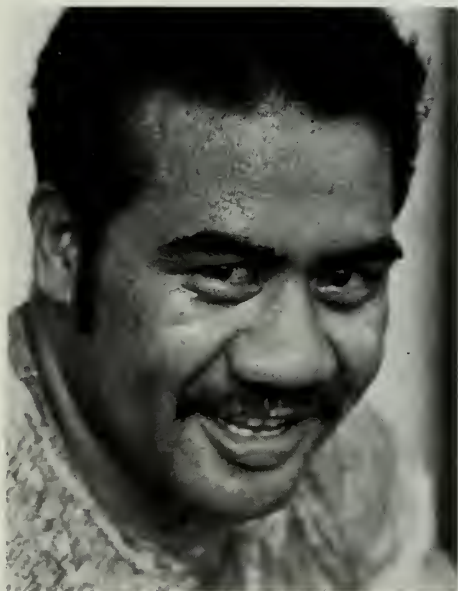
Kosrae, formerly Kusaie, is a 42-square-mile island almost on the equator, about 800 miles southwest of Wake Island. It has a population of 5,000.

"Since I was young, I always wanted to become a sailor," said Timothy, now a personnelman second class at the Naval Station Subic Bay, Republic of the Philippines. "Now, it's like a dream come true."

The tenth child in a family of 16, Timothy joined the Navy in 1974 while residing and attending college in Boise, Idaho.

"I left Kosrae in 1971 to go to college at the University of Guam," he said. "While on Guam, I became friends with an American couple from Idaho who





a lot of patience. That red tape stretched out for three and a half months and included phone calls to Kosrae's Territorial Office in Washington."

Enlistment wasn't the only obstacle for the determined Kusaian.

"Boot camp was really difficult for me," he recalled. "I was scared to death the whole nine weeks. I'd never had any regimental training, not even Boy Scouts. Obviously, no one from my island had ever been through military training before, so I didn't even have any old rumors to aid me.

"But, when graduation finally rolled around, there I was."

While Timothy's parents are proud of him, their pride is mixed with reservations. "I didn't inform them I was in the Navy until after I'd enlisted. They were

a bit uneasy at first. My father is a minister, and the family is very close knit. Of course, they don't want me involved in any war. Dad still remembers World War II."

Once an administrative clerk on Kosrae, Timothy now maintains diaries for the Subic Bay Naval Station and 28 tenant commands; he is accountable for more than 1,100 service records.

"My job has given me a sense of responsibility. I often get requests for assistance from 7th Fleet ships to help arrange transportation for personnel on transfer orders or to assist a shipmate with a passport or visa."

What about the folks on Kosrae? "The people back home really look up to me now," he said.

—PHC Ken A. George

invited me to further my education at Boise State.

"On the island (part of the U.S. Trust Territory), students learn all about America, the land of opportunity. I can still name the three largest cities in each of the 50 states, the capitals of each state and what makes each state famous."

With his knowledge of the United States there was little cultural shock for Timothy when he arrived in the mountainous area of Boise. The climate was another matter. "One thing about America I sure didn't learn," he says, "is how cold the winters are in Idaho."

Following a year as a math major, Timothy's lifelong urge to become a sailor overcame his desire to complete college, and he visited the local Navy recruiter. But enlisting wasn't all that easy.

"The recruiter in Boise went through miles of red tape," he said. "Verifying my birth was the biggest headache of all. The hospital on Kosrae kept no records. The only records available were from my school.

"Happily, that was one recruiter with

## Incorrect Identities

Although Lieutenants Dennis and Cheryl Frank (the couple on the left) and Linda and Robert Bird are friends,

as well as jogging partners, they don't appreciate having their identities changed as was done on pg. 9, June 1979 issue of *All Hands*. Our apologies to both couples for inadvertently identifying the Birds as the Franks.





# 7th Fleet Show Band 'Down Under'

BY PHC KEN A. GEORGE

Playing 12 shows in 10 days, the U.S. Navy 7th Fleet Show Band, Far East Edition, recently turned Sydney, Australia, upside down with its inimitable brand of show-stopping music.

The 20-member troupe, playing everything from the big band sound of Glenn Miller to the up-tempo beat of

disco, participated in the final 10 days of the month-long "Festival of Sydney." The annual mid-summer festival features numerous musical and colorful cultural events and ceremonies.

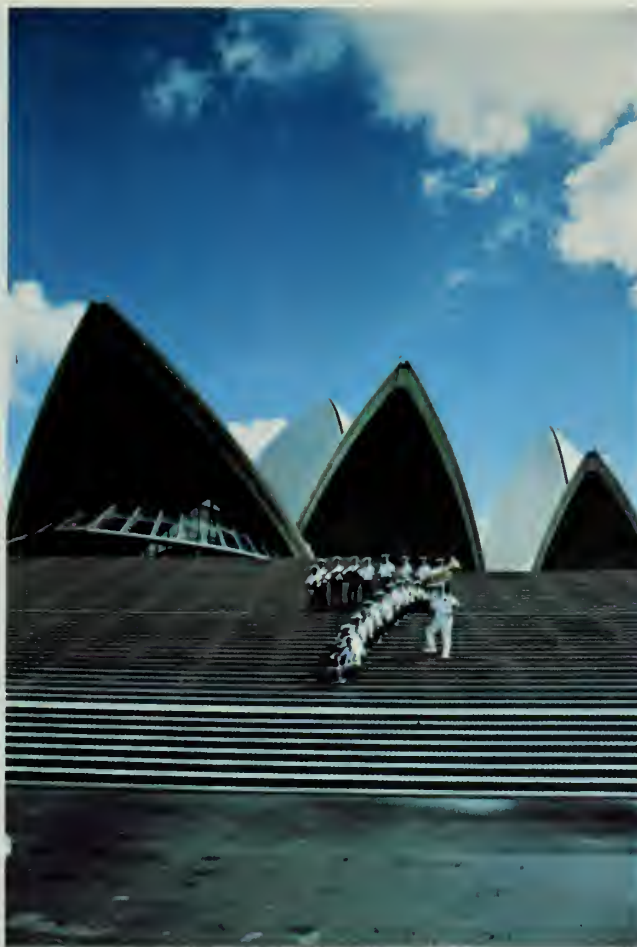
Performing in the new Sydney Opera House Boardwalk and the century-old Sydney Town Hall, and in many other festival activities, Far East Edition warmed the hearts of thousands of

enthusiastic music lovers. Band members also led the festival parade. The parade was covered by national television for an audience of millions.

*The Far East Edition played everything from disco to jazz to the rock 'n' roll sounds of the '50s; there was something for everyone.*







"What a fantastic trip!" said Bandmaster Chief Warrant Officer Benjamin McHorney. "The people were so gracious and receptive to our type of music; dancing, handclapping and toe-tapping; that's what it was all about."

"We put on a family-type show which appeals to varied audiences. Few Navy bands are as versatile as Far East Edition. We have something for everyone."

The disco version of "Star Wars" was a big crowd pleaser, as were "In the Mood," "Rocky Top," and "When The Saints Go Marching In." The real show stopper was the rock'n'roll sound of the '50s.

"Another highlight of the trip was our fiddler extraordinary, Fire Control Technician Second Class A. Mouldous," said McHorney. "He's not a regular with the band but is an excellent

*Left: The band forming a big "7" on the steps of Sydney's new Opera House. Below: The family type show put on by the band was appreciated by young and old alike.*







*Top: Fiddler, FT2 A. Mouledous—not a regular with the band but still an expert musician. Right: A tour with the Far East Edition sometimes boils down to nothing more than lugging two tons of equipment from one spot to another every few hours.*

performer. He really got the crowds revved up with his ‘Orange Blossom Special.’”

This seagoing band toted their two tons of gear to more than 470 concerts last year. Outside of their home port of Yokosuka, Japan, they appeared in Africa, Korea, Malaysia, the Philippines, Singapore, Taiwan, Thailand, and, of course, Australia.

“We’re on the road more than 65 percent of the time,” said Musician Third Class Vaughn Neiley, “and the schedule is often hectic. I remember a time in the Philippines when the band did 65 shows in 35 days. In Hong Kong we did five shows in one day.

“But performing in Australia makes all the hustle and bustle worth it,” said Neiley. “The Australians made me feel important as a musician and as a goodwill ambassador for the U.S. Navy. This is the highlight of my career.”

“Their performances gave a lift to the final celebrations of the 1979 Festival of Sydney,” said Heather Stewart, band coordinator in Sydney. “The extra zing, the enthusiasm, and the whole-hearted enjoyment came from the music of the Far East Edition.”

They did indeed turn “Down Under” upside down. ↓



# Bob Hope Special

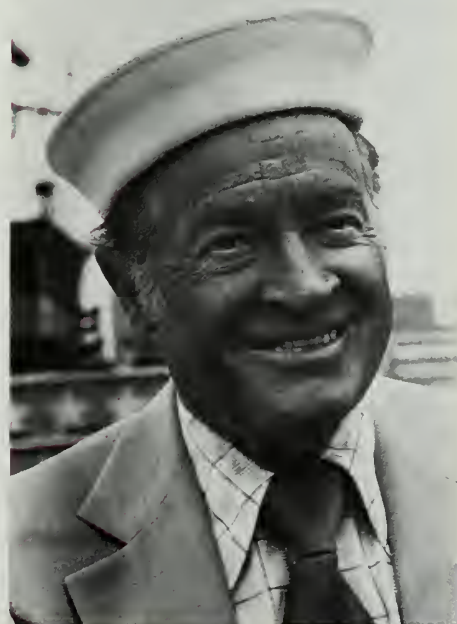
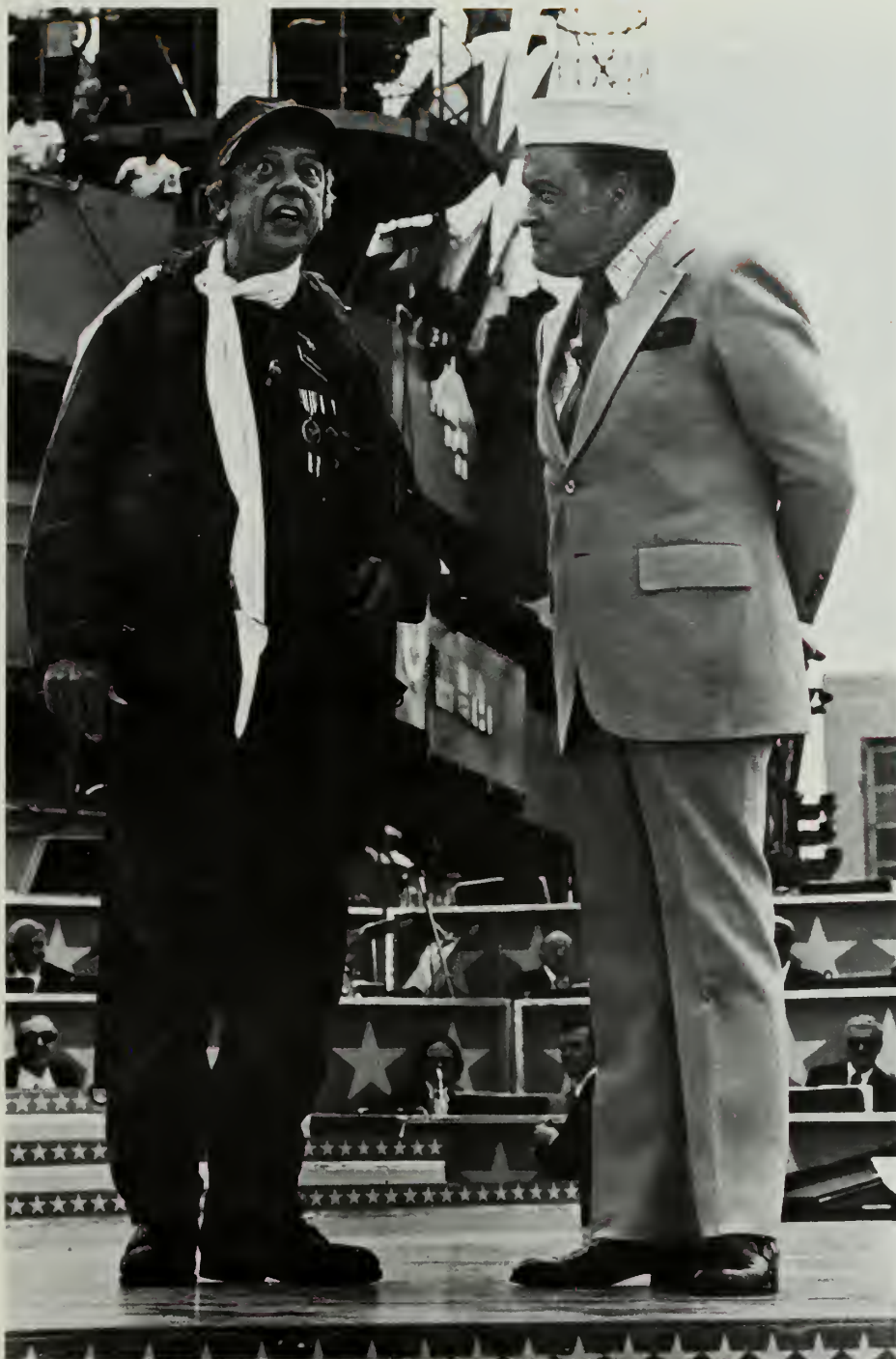
## Iwo Jima Provides Backdrop for Show

STORY BY JO2 BOB RUCKER  
PHOTOS BY PH1 JIM PRESTON

When a person celebrates a birthday, friends usually throw a party. When Bob Hope celebrates a birthday, it's a different story. Hope recently shared his 76th birthday celebration with 1,300 of his friends—the sailors and Marines aboard USS *Iwo Jima* (LPH 2) along with millions of others through national TV.

Manhattan's skyline and the helicopter carrier's island formed the show's backdrop, and the audience roared as Hope rattled off one-liners in machine-gun fashion. It was a typical USO Show with *Iwo*'s sailors joining in the action

*"Veteran" helo pilot Don Knotts is more fascinated by his retelling of heroic deeds than his listener appears to be; Below: another hat, another show.*





# Bob Hope Special

on stage, laughing, and applauding performers Sarah Jessica Parker (Broadway's *Annie*), Charo, Diahann Carroll, the cast of "Dancin'" and Don Knotts.

Most of the sailors and Marines had never been to New York nor had ever seen a Hope Show before. "It's exciting," said Radioman Seaman Gary Himes. "A good way to finish the cruise we've been on." (*Iwo Jima* had just completed a three-week Caribbean exercise.)

The ship learned she would host the show about a month and a half before

the taping. "Our first reaction was surprise, then curiosity," said Commanding Officer Captain Walter H. Brown. "We felt fortunate by being chosen."

From the moment the ship arrived on Friday night, May 25, to the show's taping Sunday morning, *Iwo* swarmed with production people, stage hands, audio and lighting experts all hustling to turn the flight deck into a television stage. Sailors and Marines assisted in every way, from stage construction to feeding the extra hands aboard. Without this voluntary effort the show probably

wouldn't have gone on as scheduled. Their work didn't go unnoticed: "They couldn't have been better," said Hope.

It appeared the crew felt the same way about Hope as the standing ovation following the show indicated. All those who had the opportunity to enjoy the show better understood what Hope means when he says, "Thanks for the memories."

*Below, left: Broadway's Annie, Sarah Jessica Parker; right: sailors await the show on Iwo Jima's flight deck; and below: Iwo Jima pulls into New York.*



# Almost Four Decades of Entertainment

Bob Hope has gone a long way, literally, with the USO—an estimated eight million miles since 1941. Twenty-four Christmas shows between 1941 and 1972 brought light and life to numerous service men and women, letting them know that their country had every reason to be proud of them.

The Navy has provided the backdrop for many of Hope's shows through the years including the most recent, his 76th birthday celebration aboard USS *Iwo Jima* (LPH 2). His inimitable brand of humor is long remembered by the scores of sailors and Marines that have seen similar shows at military installations and aboard ships worldwide.

**March 6, 1941**—Bob Hope broadcast his radio show from March Field, Calif.—his first show for a military audience.

**1943**—Hope's USO troupe toured combat areas in England, Africa, Sicily and Iceland.

**1944**—During his first South Pacific tour, Hope met John Kennedy and his torpedo boat crew on Wendy Island. "Of course, I didn't know who he was at the time—a fact he (Kennedy) enjoyed reminding me of at the White House when he was president."

Navy men beat him to the punch line during his second South Pacific tour. "Are you the Seebees that build the roads the Marines land on?" asked the comedian. "No," one of the men answered, "we're the Seabees that build the roads the Japanese retreat on."

**1950**—Hope and company put on a special moonlight show for 2,000 sailors aboard USS *Missouri* (BB 63). Afterwards they took a short hop to USS *Valley Forge* (CV 45) and entertained another 2,000 men.

**1951**—Back in the states he performed for crewmen of USS *Boxer* (CV 21) which was being repaired following damage in Korea.

**1952**—Hope visited recuperating servicemen at Long Beach Naval Hospital, Long Beach, Calif.

**1953**—At Oakdale Naval Station, Calif., he met and entertained guys he had met earlier on the front lines of Korea.

**1957**—That year's Christmas show was performed on USS *Los Angeles* (CA 135). Hope remembers part of the monologue as "My grandfather was a naval hero. He once shouted, 'I have not yet begun to fight.' And, you know, he never did. You probably remember him, Admiral Tuna, the Chicken of the Sea."

**1960s**—Hope, along with notables like Raquel Welch and Ann-Margret, toured the Seventh Fleet off Vietnam. His USO show stops included USS *Shangri-La* (CV 38), USS *Ranger* (CVA 61), USS *Bennington* (CVS 20), USS *New Jersey* (BB 62) and USS *John F. Kennedy* (CVA 67).

**1971**—While performing in Rota, Spain, Hope again paid the Navy one of his backhanded complements: "This is the first time I ever played to a bay full of submarines. It's great. If they like

your jokes they just leave the periscopes up."

**1972**—Hope's last overseas Christmas tour.

**1978**—The USO honored Hope with the "Bob Hope 75th Birthday Salute" held at the John F. Kennedy Center for the Performing Arts in Washington, D.C. Part of the entertainment included the Navy Band and Chorus.

Bob Hope continues entertaining service men and women through mini-tours to military and veterans' hospitals. He serves as Honorary Campaign Chairman, raising money to build the Bob Hope USO Center in Washington. The center will serve as Washington's USO facility and will be USO World Headquarters. Additionally, it will house Hope's extensive USO memorabilia—a tribute to "Mr. USO."

*Airing the old G.I. Journal radio show over the Armed Forces Radio Service network; a young Bob Hope, at left, with Seaman First Class Alvino Rev.*





# Walter Hinton

## Walking Textbook of Early Flight

STORY AND PHOTOS BY  
JO1(SS) PETE SUNDBERG

Walter Hinton sits on the patio of his Pompano Beach, Fla., home overlooking the Atlantic. Below, swimmers play but his interest is focused on an airliner winging its way across the Atlantic—a routine flight.

The old man smiles as he thinks about the ease with which the pilot will make the flight. It was another world, 60 years ago, when Hinton wrestled the controls of an ungainly Navy-Curtiss (NC) flying boat through heavy seas and rough weather. He became one of the first to conquer the Atlantic by air.

Today Hinton is the only surviving member of the six-man crew which made the May 1919 flight. Recently he met with the Chief of Naval Operations and the director of the Smithsonian Institution's Air and Space Museum in Washington, D.C., to commemorate the NC-4's 60th anniversary. During that visit, the 90-year-old aviator, a walking textbook of early flight, reminisced about those days.

When Walter Hinton enlisted in 1908, naval aviation was, literally, just getting off the ground. It had been only five years since the Wright brothers' Kitty Hawk flight and it would be



*Right: Hinton during a recent interview and (far right) in 1925 aviator's garb.*





another two years before the first flight from the deck of a Navy ship.

After boot camp at Norfolk, Va., Hinton served aboard the cruiser USS *Olympia* (C 6)—of Spanish American War fame—the sailing ship USS *Hartford*—of Civil War fame—two small one-turret ships, USS *Ozark* and USS *Townapa*, the tender USS *Dixie* (AD 1), destroyer USS *Wainwright*, and the cruiser USS *Seattle*.

During his tour aboard the Guantánamo Bay-based *Seattle*, Hinton was a chief quartermaster. While there he became interested in flying.

"The *Seattle* carried six Curtiss JN9 seaplanes," said Hinton. "One day Kenneth Whiting (the naval aviation pioneer for whom Whiting Field in Florida is named) came up to the bridge and found me reading some of his books about flying. Whiting asked, 'Hinton, would you like to fly?'"

Whiting explained to Hinton that, because of the possibility of war, the Navy planned to train enlisted pilots. Hinton jumped at the chance, requested flight training and received orders to NAS Pensacola. That was in April 1917. That November he was appointed a warrant boatswain, designated a naval aviator and assigned as a flight instructor in large flying boats.

While serving as an instructor, one of Hinton's students was Lieutenant Richard E. Byrd. It was the beginning of a relationship that led Hinton to a tour of duty at Halifax, Nova Scotia, as Byrd's operations officer and eventually to the planning and execution of the first transatlantic flight.

"Byrd came to me one day and said, 'Hinton, would you like to fly across the Atlantic?' I replied, 'In what?'"

The future arctic explorer told Hinton that the Navy was building four giant sea planes to be used as long-range submarine hunters. Therefore, the feasibility of flying them long distances had to be investigated.

"Suppose I was lucky enough to be the navigator and you the pilot," Byrd told Hinton. "We might as well see what we can do about getting in on it!"

While Hinton and Byrd were preparing for the flight, including redesigning

a sextant and drift indicator for aircraft use, four NCs were being readied at Rockaway, Long Island, and plane crews were being picked. As it turned out, Byrd was not selected as a crew member. An order had been issued that no one on overseas duty would be eligible for the flight. That ruled out Byrd because Halifax was considered overseas. Hinton didn't suffer the same fate, because, he thinks, he was one of the most experienced large flying boat pilots in the Navy.

When the final crew selection was made, Hinton, by then a lieutenant (junior grade), was assigned to NC-4 as co-pilot; Lieutenant Commander Albert C. Read was commanding officer and Lieutenant Elmer F. Stone (the Coast Guard's first aviator) was pilot. But when take-off time arrived, Hinton suddenly found himself flying from the pilot's seat.

"When I climbed aboard the NC-4 I found Elmer in my (the co-pilot's) seat. I said, 'Elmer, you're in my seat.' He said, 'No I'm not. That's (pilot's) your seat

...you've had the experience needed for this and it's been arranged that you occupy that seat.' I looked up at Read and he smiled and nodded his head 'yes' and so that was that."

The rest is history. Of the three NCs that finally began the flight, the NC-4 was the only one to make it across the Atlantic. (See *All Hands*, April 1979, "NC-4; They Called Her a 'Lame Duck.'")

Hinton's aerial adventures didn't end with the flight of the NC-4 however. In December 1920, he made the headlines again—this time, as a participant in a long-distance endurance balloon flight.

"The balloon trip was a mistake," he now admits.

He and two other naval aviators left one afternoon from Long Island carrying about 20 bags of ballast, their suitcases, navigational equipment and three carrier pigeons. They planned to turn a

*Below: Hinton and CNO discuss the early days of naval aviation. Right: Hinton (back row, far right) and men of the NC crews after the transatlantic flight.*







pigeon loose every evening to let the folks back home know they were safe.

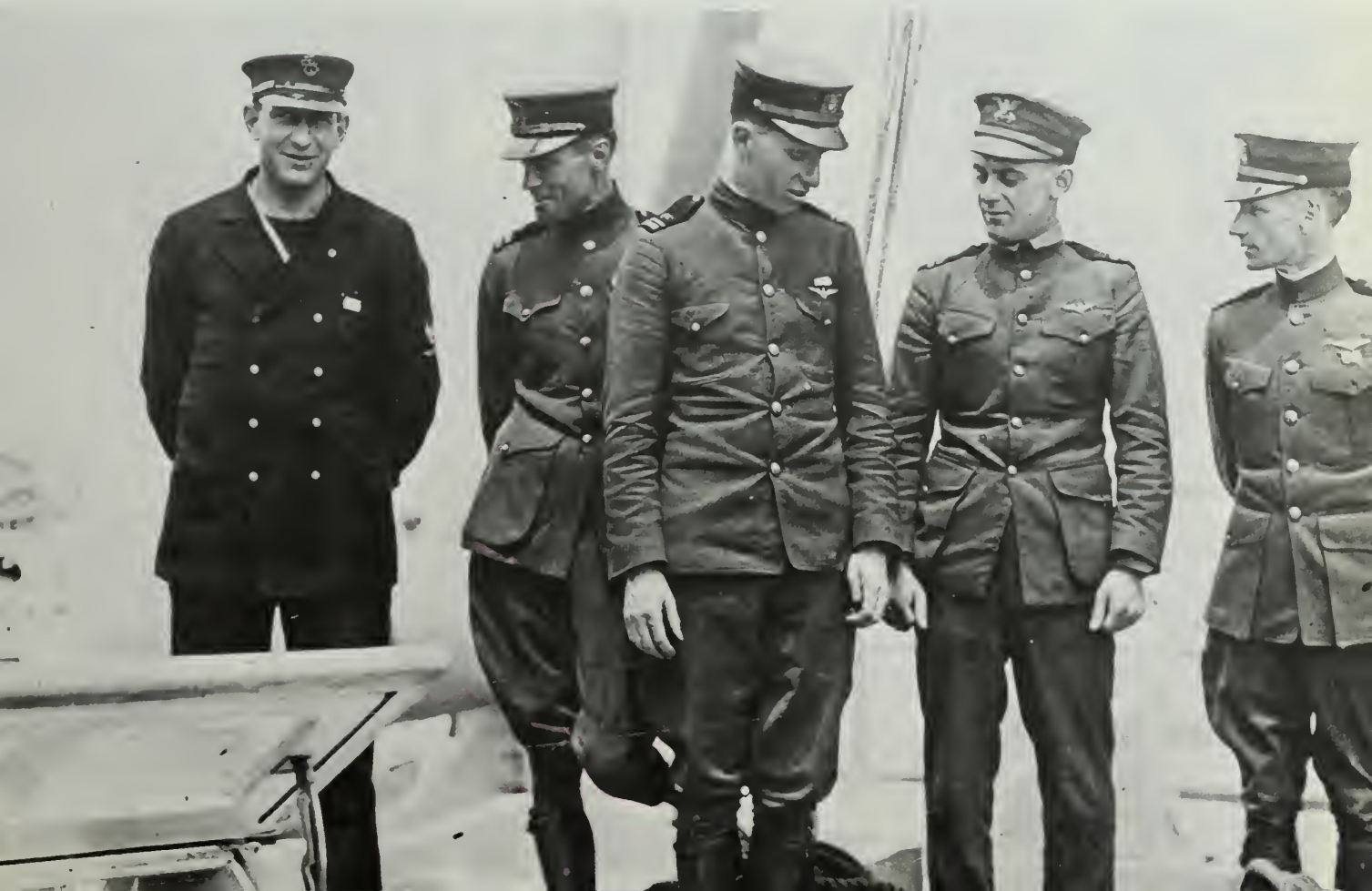
The first part of the flight went smoothly and Hinton released one of the pigeons. But strong winds carried the balloon north toward Canada and the three knew they were lost. They began to search for signs of civilization and a place to land.

"At one point we heard a bunch of dogs barking," said Hinton. "We thought it would be a good place to land, but when we came down we found ourselves in the middle of a wolf pack."

Quickly ascending, the balloonists were driven further north. They jettisoned everything "except our pigeons and compass" to gain altitude and rise above the trees and mountains. Eventually, however, the balloon was blown into the forest where it was dragged through the trees and was down for good.

They survived the crash and a subse-

*Below: LT Elmer Stone, USCG, informs Hinton that his wings are to be worn above, not below, his ribbon.*





# Walter Hinton

quent four-day trek through deep snow and -30°F temperatures before reaching a fur trading post. However, the aviators' homeward journey wasn't complete—in all, they spent 31 days in the wilds. During that time the Navy gave them up for lost, but the only casualties of the ill-fated flight were the pigeons. "The first night in the woods we wiped them out..."

Despite his brush with death in the north country, adventure still beckoned Hinton. He resigned his commission in 1922 ("I was offered more money than I'd ever seen before") to organize and make the first flight from New York to Rio de Janeiro. The flight was sponsored by the *New York World* which distributed stories of the aviator's exploits to more than 80 newspapers throughout the country.

During this flight, Hinton again almost met with disaster when he landed his small Curtiss H-16 flying

boat in what he *thought* was Guantamo Bay.

"I saw what I thought was the windward navigational light which marks the bay," he said. "Actually, it was the masthead light from USS *Denver* which was anchored further out. I ended up setting down in rough, open sea and tore the bottom out of the plane."

*Denver* crewmen saw his plane go down but believed it to be a shooting star—airplanes were practically nonexistent in that part of the world.

Meanwhile, Hinton's plane sank to the upper wing.

"I was standing on the top wing when I noticed a lot of commotion in the water around me," explained Hinton. "Then I saw what was making all the racket—sharks!"

When *Denver's* commanding officer got the word that something had crashed into the water he ordered his men to shine a light on the impact area.

There was Hinton, waving his arms, yelling and trying to keep out of the sharks' reach.

He later discovered the reason for the sharks—he had landed in a garbage-dumping area set aside for Navy vessels.

The pilot got another seaplane and continued what turned into a six-month journey to Rio.

"There weren't any airline gas stations back in 1923 so I'd fly 'til I ran out of fuel, land wherever I could and go searching for gas—sometimes it would take days."

When he arrived in Rio he met a man who ultimately provided the means for one of the pilot's more hazardous adventures.

*Below: Hinton explains the workings of his "big insect" to Amazon indians. Right: CAPT Tim Wooldridge, USN (Ret) of the Smithsonian's aeronautics department, shows Hinton some of the sights of the Air and Space Museum. Below, right: Hinton speaks of his early adventures.*







"A gentleman came up to me and said, 'Would you be interested in flying anywhere in this area?' I told him I'd like to take a look at the Amazon Valley from the air. His face lit up and he said, 'I'm coming down here on my seventh and last expedition into the area and plan to map the tributaries that empty into the Amazon River. If you feel that an aircraft can help map it, you can have anything you want to do it with if you join my party,'" remembered Hinton.

"I thought to myself, 'oh well, poor fella, he'll be all right in the morning.'"

Hinton later discovered that the man who made the generous offer was multimillionaire Dr. Alexander Hamilton Rice, vice-president of the American Geographical Society and gold medalist in the Royal Geographical Society. The pilot hesitated no longer.

In the past, Hinton had faced many types of danger—wolves, sharks, the elements, and the uncertainty of flight. Now the Amazon offered its share of adventures.

"Rice told me not to make contact with the Indians—let them approach you," said Hinton. "After they got used to me buzzing around over head they decided I wasn't a danger to them."

The same Indians who had attacked an earlier Rice expedition accepted

Hinton as a friend. They called him the "white-winged god" and named his plane "bicho grande," the big insect.

During the expedition, the white-winged god aerially explored and mapped some 12,000 square miles of the Brazilian jungle. He learned how to cope with voracious piranhas in the rivers he used for landing strips ("I never dangled a hand or foot in the water") and experienced the viciousness of army ants.

One night Hinton hung his shirt up on a fish line. The next morning when he started to put the garment on it nearly fell to pieces in his hands. During the night a labor battalion of ants had gone up and down the line like a file of coolie coalpassers and cut the shirt to ribbons.

Upon his return to the United States, Hinton initiated an aerial mapping project for the Exchange Clubs of America and later opened a school for aviators in Washington, D.C. During WWII he again offered his services to the Navy but his offer was declined because of his age.

Despite his pioneering exploits as an aviator, few can now tell you who Walter Hinton is. His name won't be found in school history books and if you ask anyone who made the first transatlantic crossing, they'll most likely say "Lindbergh."

Hinton isn't upset over the lack of recognition. He and others of his era viewed such flights as simply a job that had to be done.

Hinton's life is best summarized when he speaks of the NC-4 flight.

"We were more or less confident...we had a good, sturdy plane as near as we saw it. After all, we were out to see if it was feasible to get across the Atlantic. To us it was just another job."

★ ★ ★

Walter Hinton was awarded numerous decorations for his exploits as an aviator. They include the Navy Cross, British Air Force Cross, Portuguese Knight, Military Order of the Tower and Sword, and a special NC-4 Medal to commemorate the first transatlantic flight of a United States Navy flying boat in May 1919. ↓







# Navy Rights & Benefits

## Education & Training

*The invitation to "join the Navy and see the world" is more than just a popular slogan. It's also an invitation to extend your educational horizons. In today's Navy, you can satisfy your wanderlust by traveling to duty stations throughout the world. But it is only through learning experiences that you can come to a greater understanding of your place in that world. Education is the key to understanding yourself, your culture, and the cultures of the world around you. As a Navy person, you are entitled to that education.*

*In today's Navy, with its advanced technology and sophisticated equipment, great pains are taken to keep Navy people up to date in everything from electronics to English, from sonar to sociology. The Navy provides the opportunity for men and women to apply classroom principles to practical experience.*

*This article, the ninth in our series on Navy Rights and Benefits, explains how*

*you can get some of that training and earn educational credits during your Navy career. It can help you choose the course best suited to your needs.*

*Because every educational and training program has its own requirements, obligations and benefits, your first step on the road to more education and training should be to visit one of the Navy's educational specialists. Worldwide, 135 educational specialists work with the Navy Campus for Achievement (NCFA) and Educational Services Offices (ESOs). Together with career counselors, they will provide the guidelines you need.*

### Navy Campus For Achievement (NCFA)

Traveling is just one of the many advantages offered by the Navy. But moving from duty station to duty station can put a real cramp in your style if

you're trying to study for a college degree. Or, maybe you're trying to gain extra credits. Or, maybe you're working for a high school diploma or a vocational certificate. With a little help from the Navy Campus Program, getting that education isn't as impossible as it may seem.

### Navy Campus Certificate/Degree Completion Program

If you are fortunate enough to be ashore for three or more years near a college or university, you will be able to earn a college degree or certificate as a traditional student. Most Navy men and women, however, are subject to overseas duty, sea duty, or duty in isolated locations—they cannot earn a college degree or certificate in the normal manner. The Navy Campus Certificate/Degree Program is the answer for the average, highly mobile Navy man or woman.

The colleges and universities that are members of the Navy Campus Certificate/Degree Program do not require on-campus residence. They do not require that you take their courses, and they recognize all the credits you may have earned through the completion of Navy schools, CLEP tests, DANTES subject-matter tests, TV courses, correspondence courses, extension courses, verified work experience, and challenge examinations. The courses you have completed at other institutions through the Program for Afloat College Education (PACE) and the Tuition Assistance Program are also recognized for credit by the colleges and universities of the Navy Campus Certificate/Degree Program. Additionally, courses you may have completed at your own expense or through Veterans Administration education assistance are recognized.

Education is a steady, never-ending process. While much of that process takes place in a classroom, what you learn daily on the job may lead to a vocational education certificate. If you are in a technical field and have taken several Navy courses, you might choose to work for a vocational certificate rather than a college degree. Or you

may decide to begin acquiring credits for an associate degree (two-year junior college) or a four-year college baccalaureate.

With some help from the Navy Campus educational specialist, you can set your goals and begin working toward them. Nearly 20 schools have signed agreements with the Navy Campus Program. They agree to give credit for the courses you complete outside formal classrooms through tests, correspon-

dence courses, service schools, and even on-the-job training. You would sign an agreement with one of the schools and they would accept transfer credits and waive their residency requirements.

The first step is to see what credits you have already acquired from your Navy service schools or outside courses you may have taken. Completion of boot camp, for example, will satisfy the physical education requirements of most colleges. Graduation from "A" or

"C" school will also be given credit by most civilian institutions.

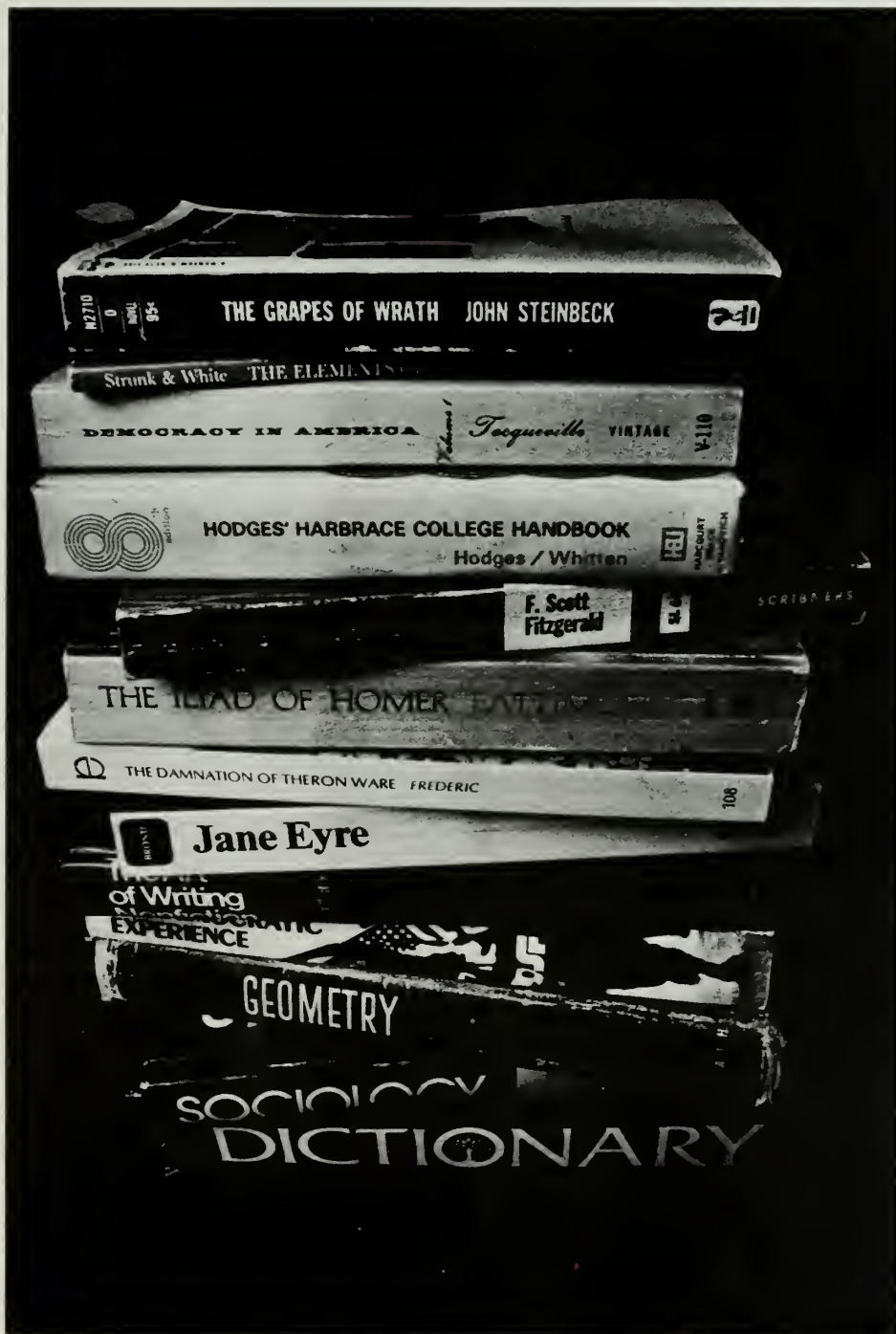
The school would evaluate your records and tell you what credits you have and what courses you would need to take to earn the certificate or degree you are working toward. If you are stationed near the school you have an agreement with, you would probably take those courses in the evening. Many accredited institutions offer courses on base. When you are transferred, you could complete the work with correspondence courses, PACE (Program for Afloat College Education), classes on board ship, or competency tests. Your certificate or diploma would be from the school you signed an agreement with, although you might be stationed miles away.

### Navy Campus High School Studies Program

People enrolled in this program receive instruction in high school level science, mathematics, English and reading. If a commanding officer requests the classes for his crew, these subjects are taught to groups of 10 or more people during duty times (ashore or shipboard) by a civilian instructor. Although high school level courses are taught, this is not a high school completion program since no credits are given. Improvement in these subjects will help you pass a high school level General Education Development Examination (GED), but this must be done on your off-duty time. A Navy Campus educational specialist can explain how tuition-aid funds can be used for high school completion courses or tests. If you're stationed overseas, you can take the GED free of charge.

### PACE

Through the Program for Afloat College Education (PACE), you can earn college credits while at sea. PACE got started in 1960 so sailors could continue their college educations even though they were far from any regular classroom. Now it is part of the total Navy Campus education package offered to today's Navy men and women.





# Navy Rights & Benefits

Ten enrollees are necessary in order to begin a course aboard ship. The ship's PACE coordinator contacts NCFA so an instructor can be hired. This instructor, usually a civilian, goes out with the ship to teach one or more PACE courses during sailors' free time. The Navy pays for tuition but students pay for their books and registration fees.

## DANTES

If you are unable to attend classes, Navy Campus education specialists will assist you in taking tests or correspondence courses provided through the Defense Activity for Non-Traditional Education Support (DANTES). Credit from these tests and courses can be applied to your NCFA college degree or vocational certificate or high school diploma.

Many tests are available through DANTES. One of the most widely known and accepted is the College Level Examination Program (CLEP). Five CLEP general exams in liberal arts and over 40 subject exams give Navy people college credits without attending classes. CLEP exams—normally costing \$20—are free to active duty people.

DANTES Subject Standardized Tests (DSSTs) in academic and vocational subjects and the General Educational Development (GED) for high school completion are also offered. Most colleges require either the American College Testing (ACT) Assessment Program or the Scholastic Aptitude Test (SAT) as entrance examinations. Both are available free to active duty people through DANTES. Or, you can earn credit hours by taking the ACT Proficiency Examination Program (ACT/PEP). Civilians pay between \$35 and \$175 for this test; active duty people using DANTES pay nothing.

Graduate schools normally use the Graduate Record Examination (GRE) as an admission prerequisite, now the newest addition to DANTES' testing list.

If you prefer working for college credits at your own pace, you should

check the independent studies part of DANTES. Their catalog lists over 9,000 courses ranging from high school through graduate levels. These study courses involve fees but you may be reimbursed. Check with NCFA or your ESO for the details.

## Apprenticeship Training

In conjunction with the Department of Labor, the Navy Campus for Achievement (NCFA) started the Apprenticeship Training Program in 1976. Apprenticeships in five civilian trades have been opened to three ratings (instrumentman, photographer's mates, and mess management specialist) and others are expected. This program applies Navy training to civilian journeyman certification. Here's how it works:

Hourly work experience in the Navy can add up to job certification in the civilian market. You'll probably need more than one enlistment to complete the work experience required, which ranges from 4,000 to 6,000 hours. But you can also add up to 50 percent of your previous experience to that total. This work experience can help you advance in your naval career and help you get a civilian job.

## Instructor Services

Many other classes are funded through NCFA if 20 active duty people want to take the course. Some of these are on duty and some off duty, but the course must be one that improves individual performance and is not for credit. Classes are usually held ashore with civilian instructors. Commands have requested and received approval for courses such as speed reading, conversational foreign language, and personal money management.

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## Rate Training

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Navy schools provide enlisted people with intensive training in chosen areas or areas in which they have special interests and aptitudes. More than three-fourths of Navy enlistees attend Class

"A" schools where they learn the basic skills of their ratings. Class "C" schools go beyond the basics into more technical training. The remaining 25 percent of sailors not attending "A" schools go directly to their assignments in the fleet or to shore stations after recruit training. They learn their jobs through Navy on-the-job training (OJT).

## STAR/SCORE

While the Navy's OJT is valuable training, sometimes it's not enough. If you didn't go to "A" school and you want to attend "C" school, there's the Selective Training and Reenlistment (STAR) program.

STAR guarantees a school assignment during the first 12 months of an enlistment to lower ranking enlisted men and women. STAR is open to the more critical rating classifications in Career Retention Enlistment Objectives (CREO) Groups A (less than 80% manned), B (80-89% manned), C (90-100% manned), or D (101-105% manned). Eligible persons must have served at least 21 months but not more than eight years total active service. Graduates of "A" schools must also meet these requirements to attend "C" schools under STAR. Sailors who graduate from "C" school under STAR are automatically promoted to E-5.

The Selective Conversion and Reenlistment (SCORE) program guarantees "A" or "C" schooling to a first class petty officer or below working in CREO Groups C, D, or E but converting to a more undermanned rating.

If you are in a rating now where advancement possibilities are slim, you may want to consider SCORE and get into another rating in which you can move ahead.

Successful completion of "A" school leads to automatic conversion to the desired rating. Graduating from "C" school may qualify you for automatic advancement.

To be eligible, you must meet time-in-service (TIS) requirement of 21 months but not more than 15 years. You must also show potential for conversion by

completing practical factors for your rating and getting good evaluations.

If you cash in on STAR, you're not eligible for SCORE but you may still be able to cash in—literally—because both programs also offer reenlistment bonuses to qualified people. To find out which program is suitable, talk to your career counselor or ESO.

## Change of Rating

Active duty people may be able to change their ratings in the Navy without changing their paygrades. However, change in rating only applies to first

class petty officers and below with less than 15 years of active duty who have an interest or aptitude in another, though undermanned, rating in CREO Group A or B.

To be considered, the applicant must have his or her commanding officer's recommendation and must not be serving in a critical rating or serving an enlistment for which service bonuses are paid.

A change in rating is a lateral change in an occupational specialty without changing the paygrade. For example, if you are a second class aviation electronics technician, you could change your

rating to an aviation antisubmarine warfare technician without losing your E-5 paygrade.

To effect a change in rating, check BUPERS Manual 2230180 for eligibility requirements

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## Servicemen's Opportunity Colleges (SOC)

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The Department of Defense funds more than 400 SOC institutions. Like the Navy Campus Certificate/Degree Completion Program, SOC gives active duty people the chance to finish college during their off-duty time.

Servicemen's Opportunity Colleges provide flexible class schedules with on and off campus classes. People transferring to new duty stations can take early exams or continue their educations through correspondence courses or independent studies. SOC also has a "contract for degree" provision similar to the Navy Campus Certificate/Degree Completion Program.

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## Tuition Assistance

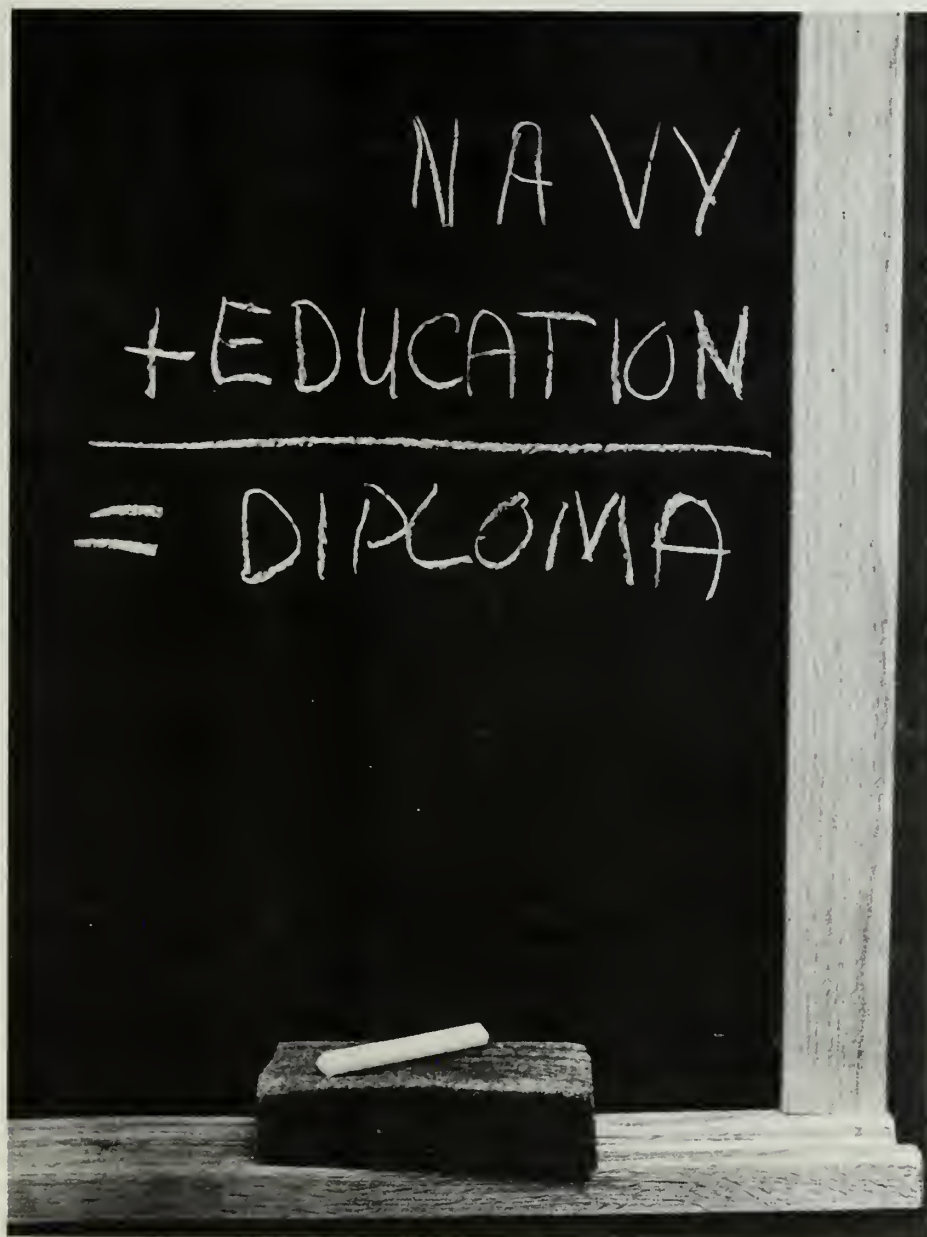
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You may be thinking that all these educational options the Navy offers are great, but one question sticks in the back of your mind: "How can I pay for these programs if I'm on active duty?"

Talking about higher education naturally means talking about higher costs. The Navy knows getting an education is an expensive proposition, yet Navy people can have financial aid available for the asking.

The Navy pays up to 75 percent of the tuition costs for both active duty officers and enlisted people who take accredited courses during their free time. Students using tuition assistance (TA) pay the remaining 25 percent of their tuition plus instructional fees and cost of books.

Eligible enlisted people using TA must pass the course and that course must be a part of a degree requirement. Officers using TA must have two years of active duty left on their current tour or serve an additional two years.





# Navy Rights & Benefits

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## College/Career Options for Commissions

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With the cost of living spiraling higher and higher, it's becoming more difficult to pay for a college education. However, the Navy can guarantee you the education you might not otherwise be able to afford. The Navy will pay for your education and then give you a commission if you are willing to give your time and talents in the naval service. Trading three to five years of active duty time in the Navy for a college edu-

cation may be the best deal you'll ever get.

If you enlisted in the Navy after graduating from college, you might be eligible to attend Officer Candidate School (OCS). For information on college programs leading to commissions and career options, see "Paths to a Commission" in the July issue of *All Hands*.

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## Postgraduate Schools and Service Colleges

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Progressing up the rungs of responsibility means more training and educa-

tion for everyone, but especially for the naval officer. On a rotation basis, a postgraduate selection board reviews officer records annually. If a selected officer is not available for assignment to a postgraduate course, that officer's name can be kept on the assignment list for three years. Depending upon their academic backgrounds and professional performance, officers may be selected to attend postgraduate studies at the Naval Postgraduate School (NPS), Monterey, Calif., or a civilian institution.

Currently, approximately 1,000 officers from all services attend NPS, studying such curricula as aero and marine engineering; electronics; avionics; electronic warfare; command, control and communications; antisubmarine warfare; operational research and systems analysis; national security affairs; computer science; etc. Approximately another 125 officers attend civilian institutions and study such curricula as naval architecture and ship construction, civil engineering, supply systems management and law.

The Office for Continuing Education at NPS directs officer postgraduate work covering self-study courses in specific technical and management areas. It also provides educational counseling.

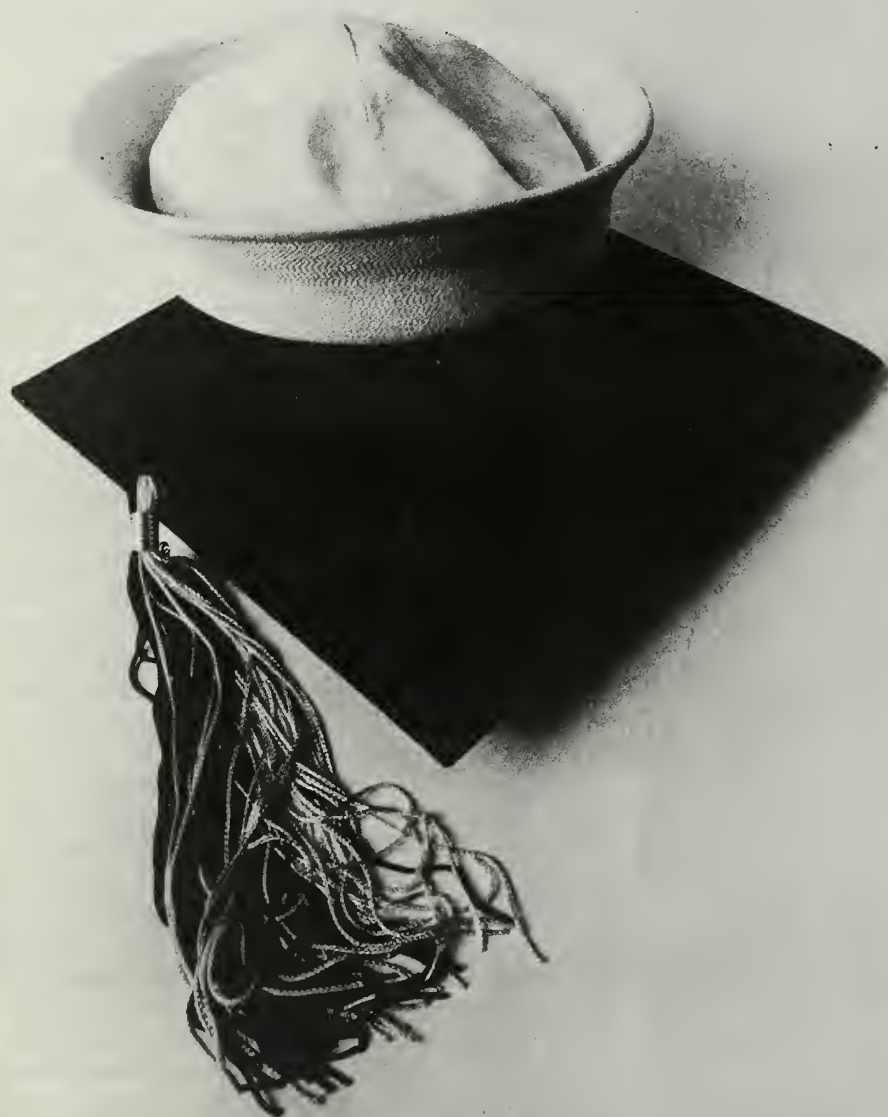
Monterey is the center for special aviation safety courses offered at the Aviation Safety School and foreign language training at the Defense Language Institute.

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## War College

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At the next progression in the officer professional development education system, selected lieutenant commanders, commanders, and a few junior captains are afforded the opportunity to attend junior and senior curricula at the Naval War College, Armed Forces Staff College, the National Defense University, and other services' and foreign war colleges. These curricula are taught at the graduate level and include courses in strategy, tactics and management. These programs vary in length and scope. Officers attending either the postgraduate or service college program



## EDUCATIONAL AND CAREER OPPORTUNITIES FOR ENLISTED PEOPLE

| Program Description                                                                                                                                                                                                            | Eligibility Requirements                                                                                                                                                                                                                                                                                    | Obligated Service Time                                                                               |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------|
| <b>SELF-EDUCATION PROGRAMS</b>                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                             |                                                                                                      |
| <b>NCFA Certificate/Degree Program</b> fulfills up to 75% of degree requirements by non-traditional means, including Navy training. Participating institutions waive residency requirements.                                   | Must be serving on active duty.                                                                                                                                                                                                                                                                             | None but must complete course successfully.                                                          |
| <b>PACE</b> offers both academic and vocational college credits to 10 or more shipboard sailors. Navy pays tuition; student pays books and registration fees.                                                                  | Must be serving on active duty aboard seagoing ship.                                                                                                                                                                                                                                                        | None but must complete course successfully.                                                          |
| <b>DANTES</b> offers college credits in two phases: by examination and/or independent studies.                                                                                                                                 | Must be serving on active duty.                                                                                                                                                                                                                                                                             | None but must complete course successfully.                                                          |
| <b>VOCATIONAL SCHOOL PROGRAMS</b>                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                             |                                                                                                      |
| <b>Selective Training and Reenlistment (STAR)</b> program gives enlisted people guaranteed assignment to Class "A" or "C" school with automatic advancement to PO2 upon successful completion of "C" school.                   | Open to PO3, PO2, and E-3 meeting professional growth criteria.<br>Currently assigned to CREO Group A, B, C, or D or a critical skill NEC.<br>CO recommendation.<br>At least 21 months but not more than 5 years active naval service or 8 years total active service.<br>Must be serving first enlistment. | Agree to enlist or reenlist for 6 years.<br>Meet obligated service for entry into guaranteed school. |
| <b>Selective Conversion and Reenlistment (SCORE)</b> program guarantees assignment to "A" school with automatic conversion upon graduation. Also grants automatic advancement to PO2 upon successful completion of "C" school. | Open to male and female PO1, PO2, PO3, and identified strikers meeting professional growth criteria.<br>Currently assigned to rating in CREO Group C, D, or E.<br>At least 21 months of active duty but not more than 15 years.                                                                             | Agree to extend for conversion of rating and enlist/reenlist for 6 years after conversion.           |
| <b>Class "A" School</b> teaches the basic skills of a rating. Successful completion and graduation leads to striker identification or PO3.                                                                                     | Open to enlisted men and women in paygrades E-2 and E-3 meeting school entrance requirements.<br>Must have 6 months aboard present duty station.                                                                                                                                                            | Active duty obligation varies with length of school.                                                 |
| <b>Class "C" School</b> offers advanced technical training and may increase promotional chances under STAR and SCORE programs.                                                                                                 | Open to male and female PO3 through CPO with 12 months on board present duty station.<br>Must meet school entrance requirements.<br>Submit request at least 3 months before reenlistment.                                                                                                                   | Attendance at "C" school carries minimum 4-year active duty obligation.                              |

will have first been screened and reviewed by a selection board.

For guidance and a list of the requirements, officers should check with their ESOs or the Office of Continuing Education at NPS. OPNAVINST 1211.6E and the current OPNAVNOTE 1520s provide additional information on the

Navy's postgraduate education programs.



Opportunities for education and training in the Navy are almost endless and the programs cover a broad spectrum of career fields.

The Navy provides the programs but without people, these programs lose their meaning. You now know what programs are available; it's up to you to choose the one best suited to your needs. Take that first step into a new future by seeing your career counselor, ESO, or NCFA adviser. ↓



# Mail Buoy

## Comment on EEO

SIR: Regarding the article on Captain Joan Bynum.

It was an excellent article, and I enjoyed it very much. I am aware that the Navy has an enviable Equal Opportunity Program.

I was disappointed, though, in what I feel was misplaced emphasis. I fear you have inadvertently fostered discrimination by publishing an article on the first black female captain. The fact that she was set apart from other women just because she is black is a betrayal to the ideals of the Equal Opportunity Program. Being selected as a captain is a signal accomplishment in anyone's life. She certainly deserves the coverage. Her selection as captain would have been based solely on her qualifications. One could infer otherwise from the article.—ET2 B.R. Ruff

## PH2 Not Advanced

SIR: In the March issue, a statement made in the article "Quals for Advancement" (pg. 28) is not true: "If an individual meets all requirements, performs satisfactorily on the job and is recommended by the commanding officer for advancement, he or she will have no difficulty becoming one of the thousands of Navy people who sew on new chevrons this year."

When going up for advancement in a rate like mine there are so few billets for the next highest paygrade that they rate only the top one percent of the people taking the exam. If

you are an average sailor, it is hard to get in that top one percent. When you keep hitting 44 to 46 percentile on the test and need 60 to 65 standard score to make rate, the statement on page 28 cannot be correct.—PH2 Ed Lamica.

• *We contacted a statistician at the Naval Education and Training Program Development Center for more specific information about your rating. He said that it was tough to advance in your field because Navy requirements for photographers have diminished in recent years, but "there are several other ratings with equal or greater manpower problems." He also pointed out that performance marks, time in service, time in rate, awards, and high quality points are also considered. In fact, those items account for 70 percent of the total final multiple for candidates competing for the first class photographer's crow.*

*During cycle 80 (the September 1978 exam), those who made PH1 scored in the upper half of all who took the exam. However, there were some who scored high but were not advanced because the other factors lowered their final multiples.—ED.*

## Preconceived Notion

SIR: While it may be true that USS *Agerholm* (DD 826) was the last Fram (Fleet Rehabilitation and Modernization) destroyer assigned to the Naval Reserve Force (NRF) to be decommissioned, it is not true that *Agerholm* was the last Fram destroyer on the active ships list. In fact, all NRF de-

stroyers are in commission and on the active ships list.

The many preconceived notions about NRF ships, such as the one implied in this article, are of great detriment to the NRF program and are damaging to the morale of U.S. Navy sailors who sail them.—LCDR Alan E. Schmoker, USN

• *Difficulty seems to arise whenever we use words such as "first" or "last." Such is the case here. We certainly did not mean to imply that the ships in the Naval Reserve are not on the Navy's active list.—ED.*

## A Boost to Morale

SIR: Regarding the article on BTs in the May *All Hands*, being a BT myself, it was finally nice to see something written about us that was not derogatory or misinforming. I am sure that this article will do wonders to boost the morale and spirits of every "Snipe" out there in the fleet. JO1 Atchison should be commended for a job well done. Thanks for the great job you are doing for our morale and keeping us all informed of what is happening. —BT1 Eric W. Bush.

# Reunions

• USS *Nautilus* (SSN 571)—Reunion and decommissioning ceremony, Sept. 29-30, 1979, Vallejo, Calif. Contact John J. Krawczyk, 7620 Claybeck Ave., Burbank, Calif. 91505.

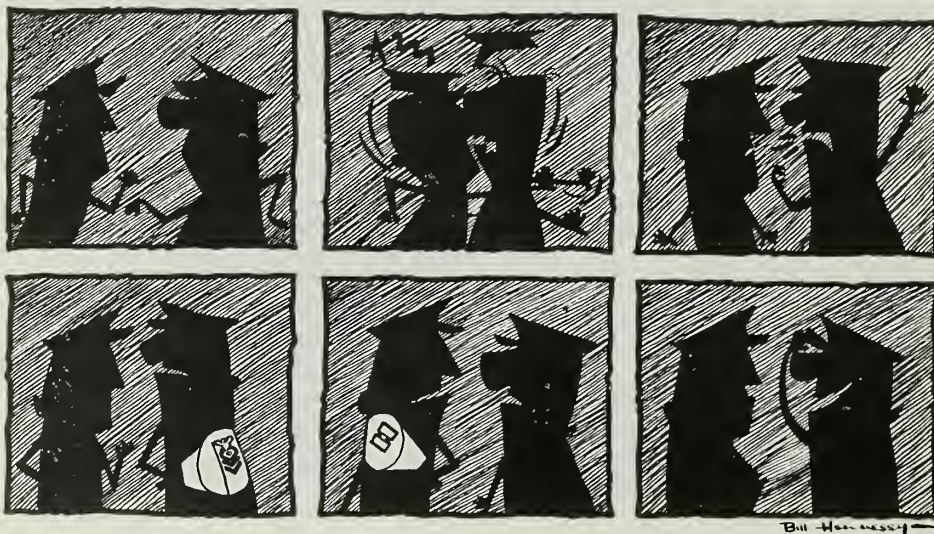
• USS *Saratoga* (CV 3)—Reunion Sept. 14-15, 1979, Long Beach, Calif. Contact P. R. "Tony" Tonelli, 6382 Cantiles Ave., Cypress, Calif. 96030.

• USS *Savannah* (CL 42)—10th reunion Sept. 7-9, 1979, in Lauderdale by the Sea Fla. Contact LT M.C. Flaunders, 417 W. Vista Court, Mobile, Ala. 36609.

• *Seabees*—69th Naval Construction Battalion reunion Oct. 5-7, 1979, in Long Island, N.Y. Contact Edward Kondracke, 176 Ohio St., Hicksville, N.Y. 11801.

• USS *Balch* (DD 363)/USS *Porterfield* (DD 682)—Reunion Sept. 16-21, 1979, in Carson City, Nev. Contact Frank Longtin, 7449 Salerno St., San Diego, Calif. 92111.

• USS *Osterhaus* (DE 164)—Reunion Oct. 6-7, 1979, in Jennings, La. Contact Raymond Farris, 9021 Ohio Place, Highland, Ind. 46322.

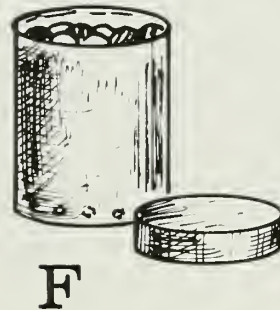
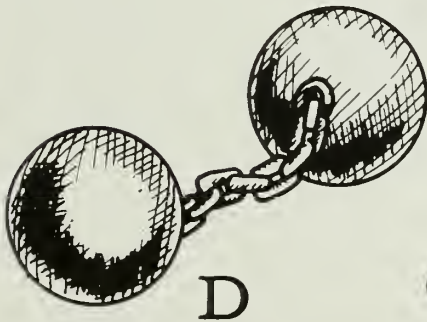
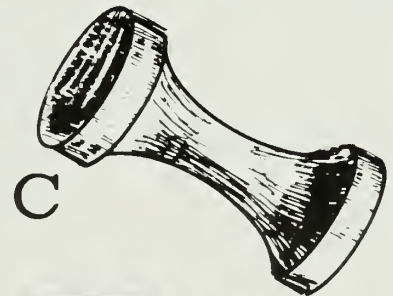
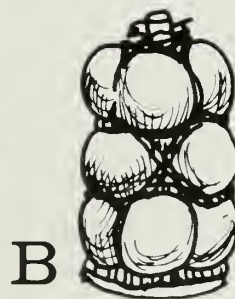
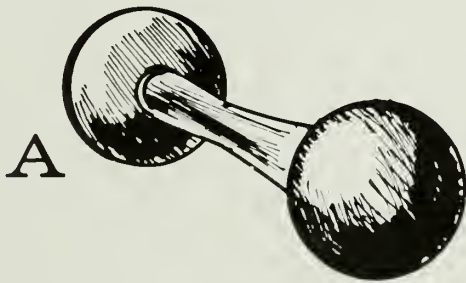


Bill Haney

# Stern Shots

Today's missiles are a far cry from the weapons of old. But, putting things in context, yesterday's sailors—in slow moving, wooden ships—paid dearly in life and limb. This was especially true when ships matched broadside for broadside at close quarters. Try naming the ammunition shown below:

1. Bar Shot
2. Chain Shot
3. Grape Shot
4. Crossbar Shot
5. Canister
6. Langleage



Answers: 1-C; 2-D; 3-B; 4-A; 5-F; 6-E.

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# ALL HANDS

SEPTEMBER 1979

OCT 16 1979  
SECTION

AUG 9 1979

in this issue:

Albuquerque's Roadrunner  
Recruit Company

A Look at the F/A-18 Hornet

359.05

A416





*The third successful submarine-launched Trident 1 (C-2) missile is fired from the fleet ballistic missile submarine USS Francis Scott Key (SSBN 657) off the coast of Cape Canaveral, Fla. The launch took place last July, the 10th anniversary month of the first manned Apollo moon landing. (Photo by JOI(SS) Pete Sundberg)*



# ALL HANDS

MAGAZINE OF THE U.S. NAVY — 57th YEAR OF PUBLICATION  
SEPTEMBER 1979 NUMBER 752

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OIC Navy Internal Relations Act: CAPT Robert K. Lewis Jr.  
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Back: A member of Special Boat Unit 25 during this year's Operation Solid Shield. Story begins on page 33. Photo by PH2 Dave Longstreath.

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# Currents

## **GASOHOL Tested at NWSC Crane, Ind.**

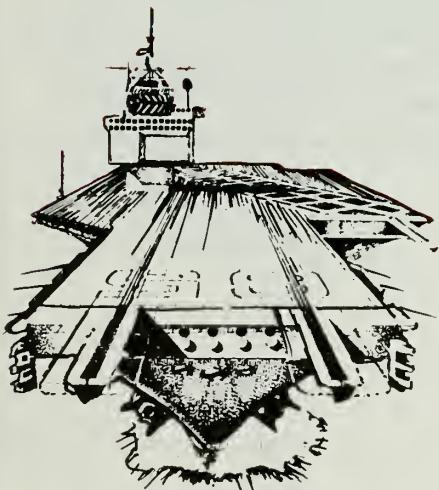


There is at least one way to beat the gasoline shortage and the Naval Weapons Support Center (NWSC), Crane, Ind., is exploring it. The way is using GASOHOL, a mixture of 90 percent unleaded gas and 10 percent ethyl alcohol. With the first delivery of bulk GASOHOL on May 15, NWSC began using the fuel exclusively in 20 pickup trucks operated by base security guards. The change to GASOHOL is part of the Navy's effort to conserve energy and reduce consumption of petroleum-based fuels through innovative techniques. Use of GASOHOL is a demonstration which will be continued at NWSC as long as it remains beneficial. The demonstration will test the reliability of GASOHOL and the claims made by its proponents of increased fuel economy and better engine performance. Although too early to make a final evaluation, vehicles at NWSC which use GASOHOL are said to have better performance, easier starting and more power. The ethyl alcohol used to supplement gasoline for the demonstration is produced from grain and other agricultural products, most of which are produced in the Midwest.

## **Merchant Marine Reserve Program Reestablished**

In event of war or general mobilization, the nation's Merchant Marine force should be manned with personnel who are trained to work closely with the Navy. In keeping with this aim, the Navy recently announced the reestablishment of the Merchant Marine Reserve (MMR) program. The program provides for direct commissions to qualified Merchant Marine officers and trains them in Navy missions, requirements and roles. Reservists will periodically receive active duty for training and will complete Navy correspondence courses. In addition, the MMR officers will complete approved projects on their ships while under way instead of attending weekend drills as do their shore-based counterparts in the Naval Reserve. In event of mobilization, these officers would not be recalled to serve on Navy ships, but would continue to serve on Merchant ships and would use their Navy training in coordination with the fleet. Qualified Merchant Marine officers will be assigned a special restricted line officer designator in the Merchant Marine Reserve, and will compete for promotion among themselves. Qualified graduates of Merchant Marine Academies will be offered direct commissions in the Merchant Marine Reserve upon graduation, while eligible Merchant Marine officers now serving at sea may receive direct appointments into the program.

## CVs Tip Balance in Favor of Allies, Says ADM Train



It is the aircraft carrier that tips the naval balance in favor of the NATO allies today, Admiral Harry D. Train II told a CTF 60 change of command audience on June 22. During the ceremony, Rear Admiral James P. Sanderson relieved Rear Admiral R. F. Schoultz as Commander Task Force 60 and Commander Carrier Group Two. "The aircraft carrier provides the critical balance between our lesser number of ships and the greater numbers possessed by the Soviets," ADM Train, Commander in Chief, U.S. Atlantic Fleet and Supreme Allied Commander Atlantic, said in his remarks. Other allied strengths he listed were the ability to operate at sea for long periods, amphibious forces, advanced technology, competent navies within NATO, U.S. experience in using naval power, and outstanding commanding officers. "The Soviets are working hard to overcome their weaknesses," ADM Train said. "They are, for example, developing a rudimentary sea-based tactical air capability through ships like the *Kiev* and *Minsk*." He said the allies have maritime superiority today based upon capability rather than numbers. "It lies in our ability to sustain those battle groups for long periods at sea and it lies in our superior naval leadership," he said. "These are capabilities unmatched today by the Soviet navy." Why is maritime superiority so important? ADM Train said it is because the United States and other NATO nations are dependent upon the sea for physical security and for economic survival. "For the first time," he said, "the Soviets have developed a capability to threaten our economic lifelines from the Third World in the case of raw materials and to Europe in the case of manufactured products and trade. "If it comes to a showdown, we cannot afford a drawn out war of attrition where we defend sea lines of communication. . . we must be offensively capable. We must be able to fight on terms advantageous to us."

## Counseling, Treatment for Overweight Personnel



Through a reemphasis of the informal "shipshape" counseling programs originally begun in 1974, the Navy is hoping to improve the help available to overweight personnel and their dependents. As part of the reorganized program outlined in OPNAVINST 6110.3, commands can now request a starter kit and other help in setting up local "shipshape" programs. Commands should submit their requests for kits to Commander, Naval Military Personnel Command (NMPC-63). The instruction clarifies the responsibilities of the medical officer to assess body weight as a routine part of daily contact with Navy people at sick call and during physical exams. The physician's role in assessing the physical capabilities and limitations of overweight personnel has also been clarified. After full evaluation by a medical officer, personnel may be referred to the "shipshape" program. Whenever possible, a medical officer will be designated to serve as the medical consultant to the command's "shipshape" program. While minimum and maximum weight standards have not changed, guidelines for applying these standards have been clarified by the instruction. Additionally, inpatient and outpatient counseling programs based on the proven methods of Overeaters Anonymous are being developed to support individual and command needs.



## Sea Pay Amendment Proposed



A proposed amendment to the sea pay law passed last year which would eliminate the phasing in of the new sea pay rates and pay the higher rates immediately has been submitted by the Navy to Congress. The sea pay plan that became law last year grants sea pay to petty officers with more than three years' cumulative sea duty. Last year's law, however, phases in the new rates. For example, a petty officer with more than 12 years' cumulative sea duty receives \$55 per month now and \$100 per month in FY 82. When passed, the proposed amendment would pay the FY 82 rate immediately while retaining all other features of the law passed last year. Before it becomes law, the proposal must be passed by both houses of Congress and be signed by the president. Should it become law as presently proposed, the new rates would be as follows:

| Years of Sea Duty | Monthly Sea Pay |
|-------------------|-----------------|
| Over 3            | \$ 25           |
| Over 5            | \$ 35           |
| Over 7            | \$ 45           |
| Over 9            | \$ 55           |
| Over 10           | \$ 65           |
| Over 11           | \$ 75           |
| Over 12           | \$100           |

## CNO Addresses Pay, Readiness and the Draft



The pay scale for Navy people is not adequate today, according to Chief of Naval Operations Admiral Thomas B. Hayward, who says he will press his request for a pay raise in the coming months. In his column in the Summer 1979 issue of *Wifeline* magazine, the CNO stated he is not underestimating the difficulty in seeking the raise. "...Pay raises are not a popular discussion item in Washington," he said. "But I will not be discouraged in the effort." Although pay raises require support from outside the Navy, he said other things can be done within the Navy to improve the quality of life. "For instance, we are pressing hard to identify activities and exercises that increase work without markedly enhancing readiness—and we're getting results," ADM Hayward said. He cited a 40 percent reduction in inspections, elimination of many reporting requirements, and shortened deployment lengths as examples. "These actions may account for only a few days each," he said, "...but we intend to keep chipping away until those days add up to additional weeks at home." The CNO noted the lump sum selective reenlistment bonus (SRB) as one way the Navy is trying "to put more money in a lot of people's pockets faster." In discussing the all-volunteer force, ADM Hayward said he is opposed to a return to the draft. "I don't believe a draft is consistent with a peacetime military force, and I don't believe the American people want it." But, the CNO continued, the American people must realize that a volunteer military is not cheap, "If they want it to work, if they want to avoid resorting to the draft, they must be willing to pay the price—a reasonable price," he said.

## New Master Chief Petty Officer of the Navy Named



Master Chief Aircraft Maintenceman Thomas Sherman Crow, 45, currently serving as Force Master Chief, Commander Naval Air Force Pacific, was named the fourth Master Chief Petty Officer of the Navy. Master Chief Crow, a decorated veteran of both the Korean and Vietnam Wars, will represent more than 455,000 enlisted men and women in his new job, and will advise the Chief of Naval Operations on enlisted matters. A native of McArthur, Ohio, Master Chief Crow enlisted in the Navy in 1953 and served as an airframe structural mechanic during the Korean conflict. He also served in Da Nang and Chu Lia, Vietnam, as a transfer inspector for F4B aircraft. Master Chief Crow will assume his new duties following the retirement of the current Master Chief Petty Officer of the Navy, Robert J. Walker; the change of office will take place on Sept. 28.

## Enlisted Eval Manual to Include New Procedures



A new manual which will incorporate a number of changes into the enlisted performance evaluation system, is being prepared by the Naval Military Personnel Command (NMPC). This soon-to-be published directive will provide a "one stop" reference in manual format for writers of enlisted performance evals. Some of the items to be included in the manual are procedures for redress when errors or injustices occur in evaluations, elimination of the requirement that high and low marks be additionally justified, and permission for early or late submission of evals under certain circumstances. A new office at NMPC will review all E-5 and above evaluations after the directive is issued to ensure compliance. For the future, NMPC is studying the desirability of using a single form for all enlisted evaluations and expanding the automated data base to provide detailers and selection boards more comprehensive data for use with personnel records.

## Electric Vehicles To Be Used At Some Navy Activities



Will electric vehicles someday replace internal combustion engine-powered vehicles? They will this summer when about 50 electric vehicles arrive at selected Navy facilities under a Department of Energy program to determine if electric vehicles can replace internal combustion vehicles in certain functions. The program is part of an eight-year project to demonstrate the possibility of using electric vehicles on the nation's highways. As part of this demonstration, federal agencies are participating, using vehicles purchased by the Department of Energy. A fleet of these vehicles is headed for Naval Weapons Center, China Lake, Calif.; Naval Ordnance Station, Indian Head, Md.; Naval Weapons Station Concord, Calif.; Naval Air Test Center, Patuxent River, Md.; and Naval Weapons Support Center, Crane, Ind. Under the program, electric vehicles will operate on various short-service runs now performed by conventional cars, trucks and vans. When new and better vehicles are produced, they will be obtained for evaluation at other Navy locations.



# F/A-18 New Multi

BY JO2 BOB RUCKER

Design and build an aircraft. Make it a better fighter than the world-renowned F-4 *Phantom* and a better attack aircraft than the A-7 *Corsair*. It must be highly reliable and easily maintained, and flexible enough to serve the Navy and Marine Corps through the 1990s.

Designing such a plane can be tough. What emerged from Navy planners' efforts is a maneuverable strike fighter which can move at nearly twice the speed of sound, meet hostile aircraft with two types of missiles and a 20-millimeter cannon, carry up to 19,000 pounds of armament on nine weapons stations, and perform at more than

seven and one-half times the normal force of gravity—the F/A-18 *Hornet*.

*Hornet* is a single-seat, twin-jet, multi-mission strike fighter for use aboard aircraft carriers or ashore. In fighter squadrons, its primary mission will be fighter escort and fleet air defense. In attack squadrons, its main job will be stopping enemy ground or sea forces.

Because fighter and attack squadrons will use the same aircraft, each will be able to do the other's job when necessary. Also, planning is under way for the development of a common core training program for Navy and Marine Corps

pilots, with only minor variations in specialized mission training consistent with the individual pilot's squadron assignment.

In past aircraft programs, contractor testing has been performed at the contractor's facility and Navy testing has been performed at a variety of Navy facilities. In the F/A-18 test program, contractor and Navy testing is being conducted at a principalsite—the Naval Air Test Center, Patuxent River, Md. This gives the Navy better insight into the contractor's test program and results in the use of fewer aircraft



# Mission Strike Fighter

needed for testing, fewer months of testing, and a cost saving to the program. Money is also saved by reducing test redundancy through an integrated Navy test team and by using a common data base for both contractor and Navy testing.

The F/A-18 program schedule includes flight testing over a longer period of time than the F-14, F-15, or F-16 programs, and a slower initial production delivery schedule than any of the other aircraft. This is expected to result in less risk and greater cost savings because of fewer required configuration changes to production aircraft.

## Performance

Among many factors bearing on an aircraft's performance are its physical design, engines, fuel capacity and range,

speed, climbing ability, ceiling, visibility, and how many "Gs" it can endure.

One "G" is the normal force of gravity, at which a 200-pound man weighs 200 pounds; at four Gs, he weighs 800 pounds. In airplanes, G forces change in rapid acceleration or deceleration, tight turns, climbs, and dives—in short, G forces vary sharply in just the maneuvers expected during combat. *Hornet* will do its job at up to 7.5 Gs.

Performance at high Gs is important, but no more so than the aircraft powerplant. *Hornet's* twin engines are in the 16,000-pound thrust class each. Those 32,000 pounds of thrust mean that, when *Hornet* enters combat, its thrust will exceed its weight, thus ensuring

peak performance no matter what the pilot directs the plane to do—including accelerating while climbing straight up.

Top speed is more than 1.7 times the speed of sound. However, the plane has excellent maneuverability at low speeds, equal or better than any other jet fighter. Its combat ceiling exceeds 50,000 feet. This impressive performance also is available to the attack pilot.

The pilot's ability to see potential threats and the target is essential in a combat aircraft. In some planes, cockpit structure restricts visibility and it is often hard for the pilot to see what's behind him. An enemy fighter will find





no blind spot behind the F/A-18. *Hornet* pilots have a full 360 degrees of visibility.

Then there's the matter of legs. Few think of an airplane as having legs, but those who design, build and fly them do. "Legs" is a nickname for range, and an aircraft with good range is said to have long legs. *Hornet's* ferry (one way) range is more than 2,000 nautical miles. Its fighter escort radius exceeds 400 nautical miles plus time for air combat maneuvering, and its air-to-surface mission radius is better than 550 nautical miles.

Fuel tanks in *Hornet's* fuselage and wings will hold 10,860 pounds or about 1,700 gallons. For added range, another 5,800 pounds or 900 gallons can be carried in three external tanks—one under each wing and one under the fuselage.

## Armament

*Hornet* has nine points (stores stations) where a variety of weapons or extra fuel can be carried. Its air-to-air combat weaponry includes two radar-guided, advanced *Sparrow* missiles mounted at the lower edge of the fuselage, two heat-seeking *Sidewinder* missiles on the wingtips, and a 20-millimeter cannon with 570 rounds of ammunition mounted in the nose. Another two *Sparrow* or *Sidewinder* missiles can be carried under the wings.

For air-to-surface missions, *Hornet* retains the *Sidewinder* missiles and cannon for self-defense, and exchanges the fuselage-mounted *Sparrows* for infrared and laser sensors. Conversion from fighter to attack weaponry takes about one hour.

## Engines

*Hornet's* engines are efficient and lightweight, reflecting the emphasis on increased performance and simpler design. Simplicity in aircraft and engine design means higher reliability, easier maintenance, and more trouble-free performance.

The engine achieves thrust eight times its own weight with fewer stages, fewer frames, fewer bearings and fewer parts

than other high-performance engines. It has almost the same thrust as the engine powering the F-4 *Phantom*—but it is 25 percent shorter, half as heavy, and has 7,700 fewer parts.

Important, also, to military commanders who must keep their planes maintained in the tight spaces aboard aircraft carriers or at spartan forward bases ashore, is the fact that a *Hornet* engine can be changed within the shadow of the airplane—and in about 20 minutes, less time than it takes most people to change a couple of flat tires on a car.

Other engine-related features aboard each *Hornet* are the airframe mounted accessory drive system and the auxiliary power unit. These devices allow the pilot to start his engines without any external power. And they permit full ground checkout of all aircraft systems requiring electricity, hydraulic power, fuel pressure or cooling, all without having to start the engines and without using external power.

Finally, each *Hornet* has two engines, giving it an edge on single-engine fighters. Experience has shown that in combat, a single-engine fighter force loses more airplanes than a twin-engine fighter force doing the same work.

## Air Combat

An attacking aircraft always has several important advantages. It is the

attacker, for instance, who chooses when, where and how the attack will take place, and what type weapons will be used. It is obvious, too, that the attacker analyzes defending forces and shapes his attack, taking advantage of his defender's weaknesses. Defenders, therefore, must be able to overcome a variety of threats in a variety of circumstances.

Simply armed aircraft with short range radars cannot fight at night or in bad weather, which cuts into their effectiveness. *Hornet* designers, therefore, wanted an airplane able to win the beyond-visual-range engagement, using advanced radar and the *Sparrow* missile; an airplane equally capable in close-range combat with *Sidewinder* missiles and cannon; and in short, an airplane able to fight anytime, anywhere.

## Air-to-Surface

Attack pilots need faster, more maneuverable, and more accurate aircraft. Speed gets them in and out of the target zone faster, maneuverability helps them avoid ground fire and defending aircraft, and accuracy increases chances of hitting the target the first time around.

Because this aircraft is armed with *Sidewinder* missiles and cannon, in addition to the bomb load, it has a superior self-defense capability.



*Hornet* is faster than the A-7 *Corsair* it will replace, with its thrust-to-weight ratio better at intermediate and maximum power, and a turn rate three times better than *Corsair*. *Hornet* also carries a full range of conventional and guided bombs, and anti-missile weapons. It also drops its bombs more accurately.

### Design and Systems

From the first, engineers insisted that *Hornet* be an available aircraft—one ready and able to do its job when needed. No matter how potent, an aircraft is useless if it cannot fly when needed. Every step in the design process, therefore, stressed three attributes—reliability, maintainability,

and survivability—which were given equal status with traditional considerations such as performance and cost.

To insure maximum reliability, engineers and subcontractors were required to test, analyze and fix each piece of *Hornet* equipment in a realistic environment before that equipment enters formal demonstration tests or production.

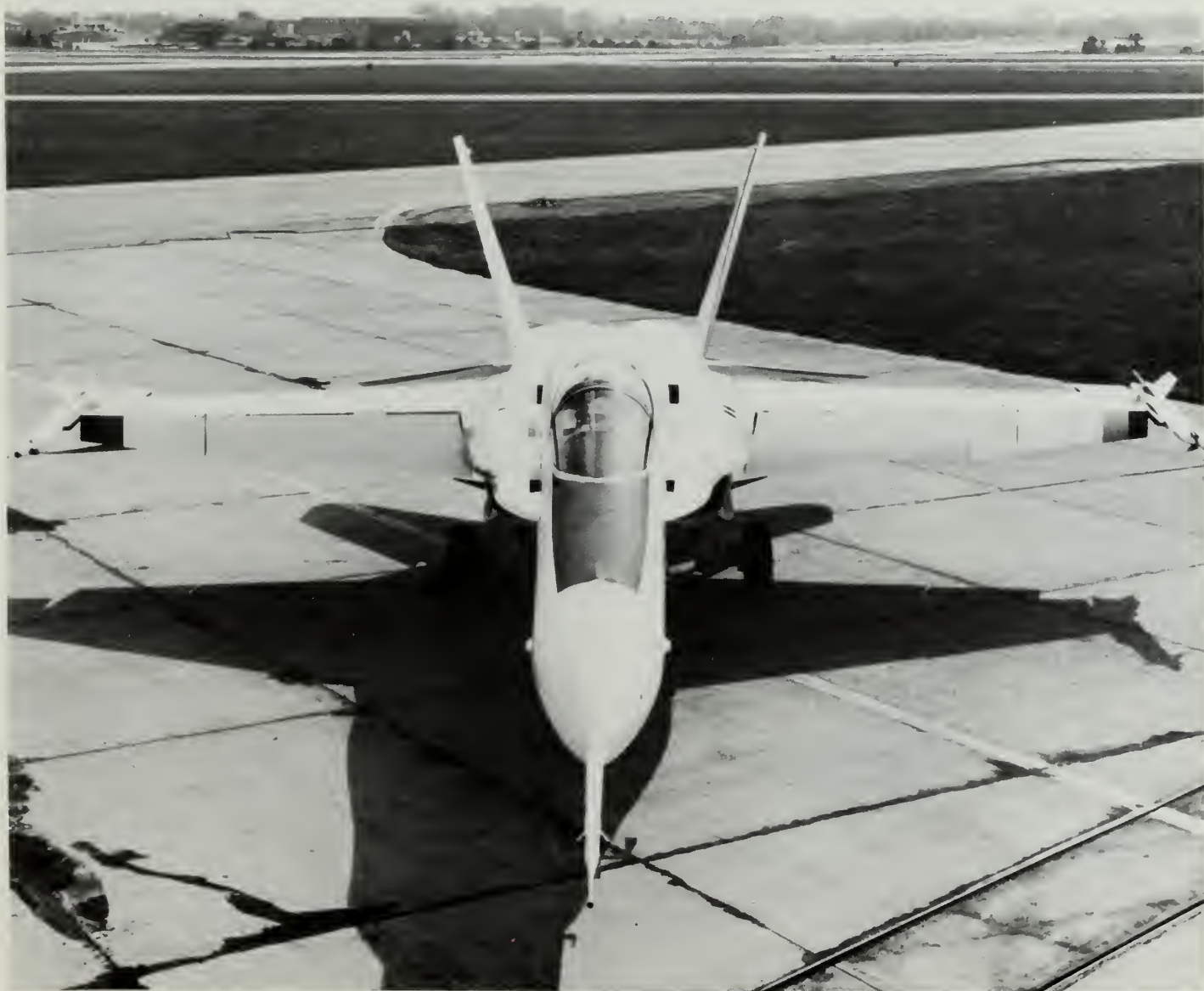
For maintainability, the *Hornet* is structured to allow easy routine maintenance and repair. Service points are dispersed so maintenance personnel will not get in each other's way. An engine can be removed and replaced in 20 minutes and the radar rolls out on track for easy access. Quick release doors reveal electronic equipment at chest height, and the windshield is hinged for better

access behind the instrument panel.

In the nosewheel well of every *Hornet* is a built-in test panel that tells if a problem exists and where to find it. The problem part itself bears a "flag" to confirm that it needs repair or replacement. In the air, the pilot can use the same system with results displayed on a monitor similar to a television screen.

Ground crews also will find a panel that gives a "go" or "no-go" measurement of various liquid levels, including engine oil, hydraulic fluid, oxygen, radar coolant, oil in the auxiliary power unit, and others. This speeds the pre-flight check, eliminating the need to open numerous doors to inspect gauges.

Pilots new to the *Hornet* will find many features added, and some miss-





ing. Gone are most of the traditional cockpit instruments, replaced by three cathode ray tubes and an information control panel. At eye level is the head-up display—a clear glass through which necessary flight and target information is projected. Thus the *Hornet* pilot is told everything he needs to know about his aircraft and about his target without ever taking his eyes off that target.

And he will not be distracted by having to move his hands from knob to toggle switch to lever. Every critical switch for air-to-air and air-to-surface engagements is either on the throttle under his left hand, or on the control stick he holds in his right hand.

That cockpit, coupled with *Hornet's* inherent performance, makes this a most survivable airplane. *Hornet's* relatively small size—56 feet long, 40-foot wingspan, 15 feet high—and its smokeless engines make it hard for enemy pilots or ground gunners to spot. When seen, *Hornet* probably will be in a position to strike the enemy first. And if hit, *Hornet* stands a better chance than

most airplanes of getting home, thanks to built-in damage-control features.

Those “get home” features include that second engine, self-sealing tanks containing emergency fuel for 300 miles, built-in fire extinguishers, foam in the wing tanks to suppress explosion, filler foam in the fuselage for fire suppression and such devices as a hydraulic reservoir level sensing system. That last system automatically detects any hydraulic leak, isolates portions of the hydraulic system that are leaking, and allows normal operation through the rest of the system.

Then there is what engineers call “redundancy,” back-up systems to take over in case something happens to the primary system. There are many examples of redundancy in the *Hornet* and perhaps the main one is a second, independent flight control system. Should anything happen to *Hornet's* electronic flight controls, the pilot has a mechanical backup with which he can fly the plane.

In the final analysis, though, speed,

agility and weaponry are the *Hornet's* chief survivability features.

### Growth

Realizing that an airplane capable of doing two jobs equally well probably could do more if needed, *Hornet* designers allowed for growing room. Electronic equipment can be upgraded and new equipment added, and several radar improvements can be made without an increase in volume. With minimum modification, about 20 cubic feet are available for more electronics gear. If the 20-millimeter cannon is removed, another 27 cubic feet open up for use in derivative designs.

Engine growth has been planned in advance, increasing the engine thrust and reducing fuel consumption.

Such future changes would make the *Hornet* an effective reconnaissance or all-weather attack aircraft at minimum cost.

There are two F/A-18s at the Naval Air Test Center for flight testing. ↓



LCDR Marsha Johnson

# White House Fellow

BY PH1 TERRY C. MITCHELL  
AND PH1 JIM PRESTON

Lieutenant Commander Marsha Johnson is being transferred from the staff of Commander in Chief, U.S. Naval Forces Europe, in London, to Washington, D.C. Nothing very unusual—transfers are commonplace for everyone in the military.

But this is not your run-of-the-mill transfer. It was not initiated by her detailer, as in the normal process. This transfer was ordered by the White House.

Successfully completing two extensive and exhausting interviews, LCDR Johnson was selected as a White House Fellow this past spring. She is the first military woman ever to be selected for the program and she is the only military person to be selected this year.

The White House Fellows Program was initiated by President Johnson 15 years ago. The idea was to bring young mid-career people into the executive level and let them see firsthand just how the government operates. At first the program was limited to civilians, but it was later amended to allow military personnel to participate with a one-year tenure. The selectees serve as special assistants to cabinet level secretaries and directors of offices under the president.

LCDR Johnson first heard about the program a few years ago when she was a White House social aide. "I didn't decide to apply until just recently. Some friends had suggested that with my variety of experience and 11 years of naval service, it would be an opportune time to apply."

She then took a closer look at the program and began the application process. Surviving the initial screening, she had her first interview last March in San

Francisco. At her final interview, a three-day ordeal held in Washington last May, members of the president's commission and committee members asked questions that left no government cornerstone untouched.

"I was asked questions on national, international and domestic policy. There were all kinds of difficult situations posed that simply had no right answer," LCDR Johnson said.

For example, she was asked, "What would you do if the president gave you five minutes to write a speech he intended to make to a hostile group of businessmen demanding to see him?"

The 32 candidates did not have to wait very long to find out who had been

commissaryman after 22 years of active duty service, said he was particularly pleased by her selection.

Born in Springfield, Ill., LCDR Johnson received a Bachelor of Arts degree *magna cum laude* in 1968 from Occidental College where she was elected to Phi Beta Kappa and Mortar Board. She earned the Master of Arts and Master of Arts in Law and Diplomacy degrees and was advanced to Ph.D. candidacy at Tufts University's Fletcher School of Law and Diplomacy. She attended graduate school as a Chief of Naval Operations Scholar.

Commissioned in August 1968, she has served tours as an instructor at the Defense Intelligence School and as an



White House Fellow Lieutenant Commander Marsha A. Johnson with W. Graham Claytor Jr. (left), Secretary of the Navy, and Admiral Thomas B. Hayward (right), Chief of Naval Operations. (Photo by PH1 Terry Mitchell.)

selected; they were notified immediately after the final interview. "I read the appointment letter about four times to make sure that it did say yes and not something else. My parents are in total disbelief about it," LCDR Johnson said. Her father, who retired as a chief

administrative assistant to the Deputy Chief of Naval Operations (Logistics) At the time of her selection, she was with the Middle East/CENTO Policy Office on the staff of the Commander in Chief, U.S. Naval Forces Europe. ↓



# ROADRUNNERS:

## A Team from the Beginning

BY PH1 JIM PRESTON

About the only ocean the people from Albuquerque, N.M., are familiar with is that which surrounds them—an ocean of swirling desert sand and scrub brush. So how do you explain this city's commitment to the U.S. Navy, a commitment that recently resulted in 77 of its young men all enlisting in the Navy on the same day?

You probably can't explain it, really. What you can do, though, is take a look at what appears to be a pretty good deal for the Navy, 77 young New Mexicans and the city of Albuquerque.

The formation of a special recruit company, the Roadrunners, gave these recruits from Albuquerque a head start on their naval experience. At the same time, the Navy has gained a valuable group of highly motivated and enthusiastic high school graduates.

Enlisted in early July at special ceremonies held in Albuquerque, the Roadrunners—actually Recruit Company 135—are now undergoing training at San Diego.

The city showed it really supported its sons. It provided the plaza for the ceremony; the local bus line provided the recruits with transportation to the airport; mothers made the company flag; the Navy League donated Roadrunner T-shirts; and the airlines provided flight bags to the recruits through the Chamber of Commerce. And local groups representing the Fleet Reserve Association, Navy League, American Legion, VFW and the Gold Star Mothers provided the refreshments for the swearing-in ceremony.

What's it like to enlist with others from the same area? An 18-year-old Roadrunner, Chris Sandoval, explained: "When you go in with a bunch of guys scattered from around the country, the community you come from really doesn't count. But with us, the community is part of the experience. It makes us feel special to know that Albuquerque is looking over our shoulders."

For Sandoval, joining the Navy was an event in itself. He had to wait a year and a half to complete corrective orthodontic work. But the wait was worth it—he got a guaranteed seat in Air Traffic Controller Class "A" school. In fact, all members of Recruit Company 135 landed guaranteed school seats.

Chris and the other Roadrunners share a proud Hispanic heritage, one that has had an important influence in the development of the Southwest.

His mother's family—more than one hundred members live in Albuquerque—traces its ancestry back to the Spanish explorer DeSoto.

Chris' large, closely knit circle of family, friends and relatives is representa-

tive of the Roadrunners. That kind of situation means decisions are not made in a vacuum. Chris, like so many others, discussed the Navy—its pluses and minuses—with his family members and friends. The result? Suddenly the entire community was taking an active interest in the Navy. And some of his friends decided they'd look into the Navy as well.

Many friends looked and then joined, particularly when they learned they were "A" school qualified.

Larry and Garry Herrera, for example, are 18-year-old twins who convinced five of their friends to join them in the Navy.

"We joined the Navy to travel, get a good education and make something of ourselves," Garry said. "At first our friends thought we were crazy, but then they started thinking about what they were going to do when school was over. Many soon changed their minds."

Getting those school seats, though, and putting together a state recruit company is no easy matter.

"The key," said Chief Warrant Officer, Manuel W. Guerra, enlisted programs officer for the Albuquerque Recruiting District, "is getting quality high school graduates and joining them with the available school seats the Recruiting Command blocks out. Getting school seats for recruits who want something other than what we have left is enough to keep you awake at night."

"What you get with a state company



*Right: Roadrunners begin to resemble a team as they march to their enlistment ceremony in Albuquerque.*









*Roadrunners get a head start on the Navy way of life as they practice marching, taking orders, swimming and even sweating.*

is a group with little or no attrition as opposed to the 10 or 12 percent regular recruit companies face."

Bringing the two company commanders out from San Diego to Albuquerque a week before the ceremony was another factor that contributed to the Roadrunners' spirit.

"When you get the chance to meet your men before they leave the recruiting station, you also get to meet their families and talk with their recruiters," said one of the company commanders, Interior Communications Technician First Class (SS) Richard D. Clark. "This enables you to establish a relationship between the men and yourself before they get to boot camp."

The two company commanders also have a personal interest in this company. Clark was born and raised in Albuquerque, and his assistant, Quartermaster Second Class Eduardo Guerra, is glad to see that more than

one-third of his new company is of Hispanic origin. These are additional reasons why they went right to work when they hit town.

"We've had the chance to observe the recruits and get involved as a unit," said Clark. "If you take this many men, put them in uniform and toss them into a barracks, the first thing you find is that they form groups by state and background."

"It usually takes a while to instill in them the idea that we are one family. This company, however, is already working as a team."

The two company commanders took the new recruits to a swimming pool at the home of one of the recruiters where they checked out swimming abilities. This was to ensure that none of the men would be held back once they got to boot camp. A few had some difficulty keeping their heads above the water, but Clark and Guerra promised that, after a couple of sessions, no one would have any problems passing the tests.

The recruits also felt it was a big advantage to meet their company commanders a few days before boot camp. Sandoval and a few friends went to see





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*Top: Although one Roadrunner and his girlfriend make parting a pleasant experience, two other girls (above) aren't quite as happy about the whole thing. Twin Roadrunners Larry and Garry Herrera are also ready for the ceremonies to be over so they can get started with their new Navy experience.*

them the first day they got into town. "We wanted to find out what we were going to be up against," Chris said. "They showed a lot of interest and concern. I think the company looks up to them and respects them already."

On the day before the public ceremony, the hallways of the Armed Forces Entrance Examination Station in downtown Albuquerque were packed with Roadrunners. The other services' liaison offices closed down for the day so the special company could be processed at one time. The recruits received spot physicals and signed their enlistment contracts.

After processing, they were shuttled to a motel where their company commanders awaited them. It was time to go to work.

That afternoon, on the make-shift "grinder" of the motel parking lot, a transition began taking place. Clark and Guerra began drilling the recruits in the Navy way.

The recruits stumbled, tripped, laughed and collided as they attempted to react to the commands of the leaders. Standing at attention, they swayed from side to side as the sun beat on their necks. An early evening rainfall was a welcome relief to the dry heat. But the columns of marching recruits slowly began to resemble a military formation.

No one complained when it was time to fall out for dinner.

For Petty Officer Guerra, it's a good feeling to take a group of young men who fall and stumble their first time out and instill in them pride, teamwork, and the concepts of the Navy.

"You have to show them that they are not 77 men. We are one company representing the state of New Mexico. We are the Roadrunners. If you can lead this company to be the top company the first time, they'll go out and get it themselves. We're going to be number one," he said.

The night before the public enlistment ceremony, the company commanders gave the recruits a chance to relax. Most of the recruiters came out to join the occasion and share in a toast to their new shipmates.

Clark warned them, "Enjoy. Until we graduate, we have a lot of work to do."

The next morning, as the sun peeked over the mountains, Roadrunners stood in a straight line in the motel parking lot. Wearing their Roadrunner T-shirts, they were beginning to look like a group that belonged together.

Of perhaps greater importance to the motel management was the fact that the recruits were told to strip their racks, sweep the porch, empty the trash cans and police the parking lot. They did it in five minutes.

The Roadrunners then formed up and marched down the street toward the plaza. The singing cadence heard along the six-block march to the ceremony reflected a group of men who were thinking as a team.

As expected, many family members turned out to see their unit arrive. Some had to take a second look. One mother, with a tear starting in the corner of her eye, said, "I can't believe the overnight change."

The ceremony was short. As the recruits filed toward the buses, family

members and girl friends exchanged some last words and hugs with the departing Roadrunners.

In the background, the Navy rock band "Ocean Express" played a popular Navy tune as the company commanders ordered their men to board the buses.

On their way to San Diego, some recruits probably thought about the challenge Rear Admiral Carl J. Seiberlich, commander of the Naval Military Personnel Command, had made after he had administered the public oath of enlistment to the recruits. "If you men will become the number one company in your training group at boot camp, I will personally come to San Diego and present you with the award."

None of the recruits noticed when Petty Officers Clark and Guerra exchanged glances and smiled. ↓

*New Mexico Roadrunner Chris Sandoval gets a farewell hug from his mother after the enlistment ceremony.*





# Grains of Salt

## NEWPORT...

## Where it all began

BY JO3 STEVE BELLOW

Today's Navy recruits are not much different from the young recruits of a century or so ago. Wide-eyed and eager, they continue the tradition of long hours and hard training expected of recruits. Yet, today, little remains that describes recruit training as it used to be in days gone by.

When the first naval apprentice system began in 1837, boys 13 to 18 were enlisted to serve until 21. These youngsters, many of whom had never even seen a ship, were immediately sent to sea to learn their new trade. Several hundred recruits were always aboard naval vessels, that is, until 1843, when the attempt to keep the seagoing training system in force was abandoned.

It was not until 1881 that the first permanent shoreside Navy training site was established at Newport, R.I. In August of that year, the old, double-deck frigate *New Hampshire* was brought to Newport and securely moored to the wharf at "Woonachasset" or Coasters Harbor Island in Narragansett Bay. For the next eight years, *New Hampshire* was headquarters of the training station and served as training ship for the recruits who ate, slept, worked and studied aboard. None of the apprentices nor personnel involved in training were quartered on shore.

Daily routine in *New Hampshire* began at 5:30 a.m. Hammocks were stowed, the vessel cleaned and clothes scrubbed before the march to breakfast at eight. Recruits turned to again at 8:45 and at 9:15 were inspected at quarters.

*Left: USS New Hampshire, home for recruits from 1881 to 1889.*



There were two periods of instruction: from 9:30 to 11:45 a.m. and from 1:15 to 4:45 p.m. Lunch was at 12 and supper at 5:45. Hammocks were piped down at 8:30 p.m.

How well did the recruits eat? Take a look at the following typical week's menu in the days when supper was a light meal and compare it to today's fast-food fare:

#### **MONDAY**

*Breakfast*—Beef stew, bread and butter, coffee.

*Dinner*—Beef steak, potatoes, boiled onions, bread, ginger snaps.

*Supper*—Tea, bread and butter, cakes, jelly.

#### **TUESDAY**

*Breakfast*—Fried or scrambled eggs, beef hash, bread and butter, coffee, oatmeal and milk

*Dinner*—Roast beef, potatoes, turnips, bread pudding or cake.

*Supper*—Tea, bread and butter, pie, hominy and milk.

#### **WEDNESDAY**

*Breakfast*—Beef stew, bread and butter, coffee, oatmeal and milk.

*Dinner*—Boiled corned beef, potatoes, cabbage, bread, pudding

*Supper*—Tea, bread and butter, beef hash.

#### **THURSDAY**

*Breakfast*—Coffee, bread and butter, beef steak, potatoes.

*Dinner*—Boiled beef, potatoes, canned corn, fruit, bread

*Supper*—Tea, bread and butter, vegetable soup, cake.

#### **FRIDAY**

*Breakfast*—Baked beans, coffee, bread and butter, oatmeal and milk.

*Dinner*—Fish, corned beef, potatoes, bread, crackers, pudding, clam chowder or oyster soup.

*Supper*—Tea, stewed apples, bread and butter, corned beef.

#### **SATURDAY**

*Breakfast*—Coffee, hash, boiled eggs, bread and butter.

*Dinner*—Boiled ham, potatoes, turnips, fruit or pudding, bread.

*Supper*—Tea, bread and butter, hominy and milk, stewed prunes.

#### **SUNDAY**

*Breakfast*—Oatmeal and milk, coffee, break and butter, hash.

*Dinner*—Roast beef, potatoes, sweet potatoes, celery, pie, fruit.

*Supper*—Tea, bread and butter, baked apples and milk, bologna.

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One (1) pint cocoa every morning at 6.

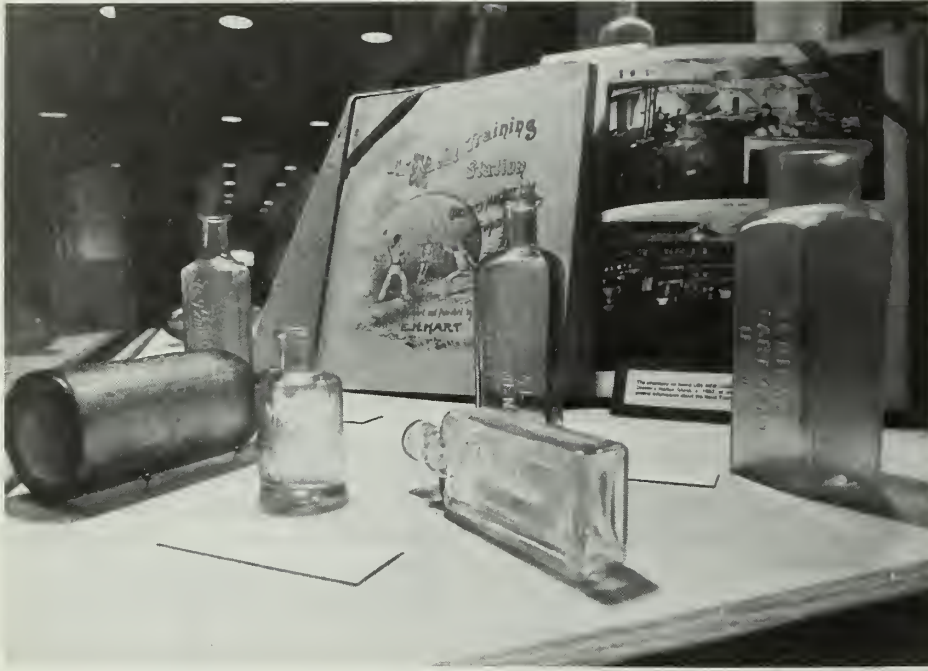
Not a bad assortment of vittles, especially dinner. You can bet these recruits made it a point not to miss breakfast either, considering that supper was their lightest meal of the day, and the next day's early fare was 14 hours away.

*Recruit tent quarters on Coasters Harbor Island, 1888-1889.*





# Grains of Salt



Before and after the mid-day meal, there were classes in reading, writing, spelling, arithmetic, geography, history and the Bible. Seamanship instruction included lessons in everything from sail-making to explosive ordnance.

In seamanship the recruits were taught the different parts of a ship, marlin spike, hitches, bends, cutting and fitting rigging, blocks, purchases, anchors, chains, sailmaking, handling sails and spars, compass, lead, log, steering, rowing, sailing boats, boat tactics and signals. In gunnery, the course included drills and instructions for

*Left: A Naval War College Museum exhibit of 19th century bottles retrieved from the water off Constellation Point.*

*Below: Dewey Field, Coasters Harbor Island, about 1914, site of the Naval Training Station and the Naval War College. The building opposite the flag pole is Training Station Headquarters.*







broadside and pivot guns, howitzers, machine guns, infantry, pistols, fencing, boxing, gymnastics, gun magazines, shell-rooms, projectiles, torpedoes, fuzes and primers.

There were also special service boys who were instructed in the bugle, sail-making, carpentry, and blacksmithing. They were graded in all the different branches of the several studies and exercises, and an average of these marks gave them their general standing in the class.

Recruits trained for at least 10 months. At the end of 20 months, if they were not qualified for transfer to an active vessel, they would be discharged from the service.

In addition to their training and room and board, the recruits received \$9 per month. Those who remained in the service to become petty officers earned from \$25 to \$35 per month. A few could later receive warrants as sailmakers, gunners, boatswains and carpenters, with pay ranging from \$100 to \$150 a month.

Typhoid fever raged aboard the training ship in 1889 and *New Hampshire* had to be hauled from her original moorings. When a medical board said the unhealthy condition was directly traceable to the foul water in which the

*Newport trained millions of sailors during World War II. Coasters Harbor had facilities for 2,000 recruits.*

ship lay, the recruits were sent to live on shore in tents. Recruit training was now, for the first time, ashore. Buildings—like Barracks “B”—later would be constructed to take the place of *New Hampshire*.

The Spanish American War, though brief, gave impetus to the training. The *Reina Mercedes*, one of the Spanish ships captured by the Americans, was brought to Newport to join *Constellation* and other fleet ships assigned to the training station.

Newport was the Navy’s only training station until 1905 when Congress passed a bill that included money for training at Great Lakes, Ill. Recruit training still centered at Newport, however. Temporary buildings were added and, between 1916 and 1919, about 65,000 men were trained there.

After WWI, the 1921 Congress failed to appropriate training funds and the Navy directed that all recruiting stop. But the recruits came back and by the late 1930s, Coasters Harbor—with facilities adequate for 2,000 recruits—became the training ground for millions of men who would fight in the second World War.



Recruit training at Newport continued until 1952 when the training station was decommissioned for the last time and recruit training was shifted to Bainbridge, Md. The birthplace for enlisted training is today a center for officer training but the landmarks remain at Newport to show where it all began. ↓

(Photos courtesy of Naval War College Museum)



# Bearings

## Ultrasonic Cleaning

Oceanographers at Naval Coastal Systems Center (NCSC), Panama City, Fla., are investigating the usefulness of ultrasonics to prevent one of the Navy's oldest and most persistent problems—the buildup of sea organisms, such as barnacles, upon ships' hulls.

Barnacles, small shell-bearing sea animals, become a serious problem when they cement themselves to a ship's sea chest. A sea chest is a recess in a ship's hull that acts as a reservoir for seawater being pumped into the ship.

Marine fouling of the sea chest and its protective grating can restrict the flow of water to such a degree that a ship's operational capabilities may be affected.

Sea chests are normally cleaned while ships are in drydock, or at sea by divers who, working from beneath, have to scrape away the crusty organisms.

A program applying transducers to the problem began at NCSC some six years ago. Early work established effective frequency and intensity ranges and demonstrated that some transducers are effective fouling-prevention devices. Model sea chests were built and extensively field tested.

Early experiments also were designed to provide an indication of how flat ultrasonic radiators prevent fouling organisms from attaching to surfaces.

The experimental sea chests, constructed of 1/8-inch stainless steel, feature a single transducer mounted to each side of the box. After a one-week exposure, the first sea chest experiment produced dramatic results: the ratio of barnacle settlement on the control surface to transducer faces averaged 25 to one. Equally impressive was the fact that a single transducer, with effective power of about 20 watts, was able to keep the side to which it was attached (an area of two feet square) clean.



## Sports Carnival '79

Trading dungarees and work shoes for swim trunks, sneakers and softball uniforms, members of Cruiser-Destroyer Group One turned their annual sporting festival, Sports Carnival '79, into a resounding success.

The competition took place in San Diego, allowing sailors and their families an opportunity to enjoy the fun and excitement of intership competition. The 11th Naval District Navy Band kept up a lively tempo for some 3,500 participants.



Gompers crewman TMSN Whitman completes the five-mile minimarathon with a burst of speed.

Last year, the contests were held in Subic Bay, R.P., while the ships of CRUDESGRU ONE were deployed. Rear Admiral Floyd H. Miller Jr. (COMCRUDESGRU ONE), had

created the competition among the various squadrons.

This year, trophies went to USS *Stein* (FF 1065) for softball; USS *Fanning* (FF 1076) for volleyball; USS *Reasoner* (FF 1063) for Frisbee Fly-Off; and USS *Cook* (FF 1083) for the five-mile marathon race.

USS *Ajax* (AR 6) claimed two trophies, one for tug-of-war, and the other for horseshoes.

Each member of a winning team received a "Sports Carnival '79 Champions" jacket and T-shirt. A loving cup for overall champion went to Destroyer Squadrons Five and Thirteen, which shared the prize because of a tie in total points.

Meanwhile, children were busy with snacks and games and listening to a story-telling leprechaun. More than 200 children participated in their own events: softball toss, 60-yard dash, three-legged races and soccer relays. Smaller children enjoyed entertainment by Ronald McDonald and Sea World's Wally Walrus; Magic Clown and Puppets Please were also on the bill.

This year's outing, said RADM Miller "...demonstrated that fun and zest in the Navy are every bit as important as hard work and ships at sea."

## Capodanno Scores

There is reason for celebration aboard Destroyer Squadron 28's USS *Capodanno* (FF 1093). The frigate steamed out of the Atlantic fleet refresher training site at Guantanamo Bay, Cuba, with an overall grade of 92 out of a possible 100—the highest score attained by any Navy ship during fiscal year 1979.

En route to their Newport, R.I., home port, Commander F. William Boufford, *Capodanno*'s commanding

officer, praised his crew for their accomplishment, teamwork and positive "can do" spirit displayed during the rigorous underway training at Gitmo. He said these were the major factors contributing to the ship's success during refresher training.

## Flag Encounter

On board USS *Constellation* (CV 64), Commander Carrier Strike Force 7th Fleet Rear Admiral Ernest E. Tissot greets visiting Rear Admiral J. P. Orosco, Commander of French Naval Forces in the Indian Ocean. The recent meeting between the two flag officers



occurred while *Constellation* was deployed in the Gulf of Aden.

## Navy "Big Brothers"



"Bobby the Clown" (Photographer's Mate Second Class Robert J. Semon) and other sailors from USS *Guadalcanal* (LPH 7) turned little frowns upside down recently when they visited and entertained youngsters at St. Christopher's Children's Hospital in Philadelphia. The visit was part of a community involvement program coordinated by the United Service Organization (USO) in Philadelphia.

Along with other crewmen from USS *Dahlgren* (DDG 43), they also volun-

teered as "big brothers" for youths from Philadelphia's Big Brothers Association. During the past year, USO has coordinated many programs with the Big Brothers Association to provide activities for underprivileged youngsters who, because of a shortage of volunteers, do not have a regularly assigned "big brother."

USO officials said they were very pleased to have the Navy men volunteer their time by spending an afternoon at the Philadelphia Zoo with the children.



## Small Price and Three Squares a Day



STORY AND PHOTOS  
BY J01 (SS) PETE SUNDBERG

Eric Bush and Bob Gaudet quietly make their way up the path. They don't speak unless it's absolutely necessary—and then in whispers. The only sounds are the wind gently coursing through the trees and the muted sound of a distant stream rushing down the mountainside.

Bush signals to Gaudet and both men become motionless. Gaudet sees what his partner is looking at—there are three of them. Bush quickly reaches into his pocket and takes out a device which appears to be simply a stick and a disk. He rubs the two pieces together to make a high-pitched sound. The noise momentarily stops the men's quarry. But not for long. Before Bush or Gaudet can bring their shotguns to bear, their prey suddenly bolts and runs into the thick underbrush.

"Turkeys are fast little buggers," says Bush shaking his head.

"For sure," agrees Gaudet. "We should have been hidden in the brush further up the trace."

When the two return to the lodge, they discover that hunting wild turkey in the traditional way—waiting for them to come to you—isn't a sure sign of success. In fact, Bush and Gaudet are the only hunters that morning to have even sighted the often elusive gobblers.

However, neither of the men is upset over his failure to bag a turkey. From the moment they read the notice posted on the bulletin board, Boiler Technician First Class Bush and Marine Sergeant Gaudet, assigned to the court liaison division of the Washington, D.C., Armed Forces Police Detachment, had been eagerly anticipating the outing.

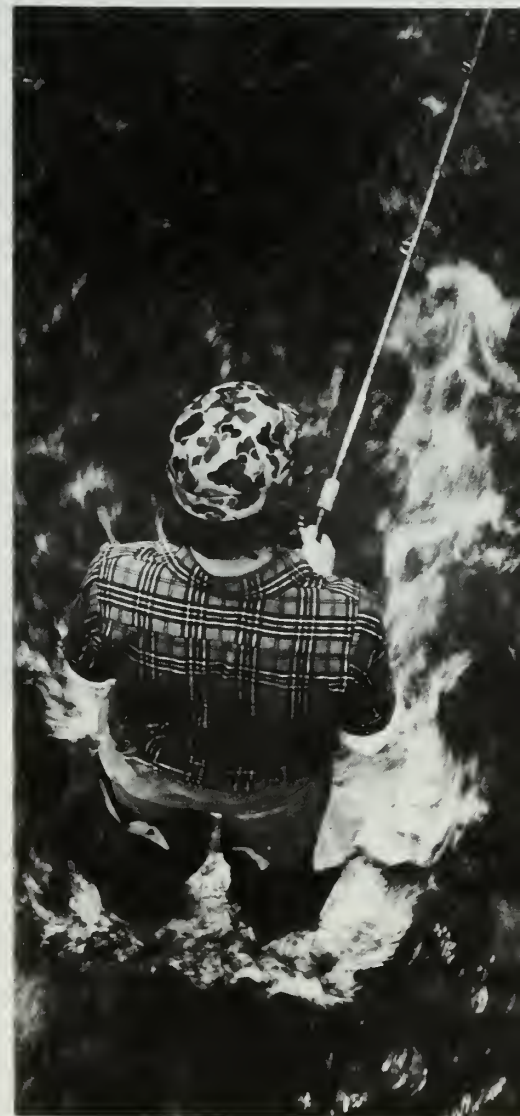
*Left: Bush follows guide David Forbes in search of the elusive gobbler.*





*Left: Gaudet silently waits and watches for turkeys from a well-hidden spot.*

*Below: David Forbes, Charlie's son and assistant guide, trout fishes in one of Virginia's many mountain streams.*



For them the trip meant more than coming home with their limit of game. It meant gorgeous dawns on a wild, plunging river, a blood-red sun burning away the mist shrouding the Virginia mountains and crisp mornings melting into brilliant hot days. But best of all, no traffic jams or smog-filled air—only the promise of trout swimming in the clear, unpolluted streams and the distant gobbling of wild turkeys. Better yet, the price was unbeatable—\$10 for three squares-a-day and a place to throw their sleeping bags.

The reason for the affordable price tag is Special Services—in this case, the U.S. Army Outdoor Recreation Service.

"In the past, only the higher ranking people could afford this type of trip," explains Charlie Forbes, a retired Army major and now director of the outdoor recreation service. "I felt that the lower ranks not only deserved the chance to participate, but also needed it as an outlet for the pressures they face on the job."

Obviously, the recreation service won't get rich charging such prices, but Forbes explained that he doesn't arrange the trips to make a profit.

"All I try to do is break even," says Forbes. "It's an attitude that my superiors sometimes don't agree with, but I believe everyone should get out more

often—especially fathers and sons together."

Forbes exemplifies his father/son philosophy by the fact that his son participates in the trips, often in the role of a guide.

Safety is also an important part of enjoying the outdoors. Forbes sets the minimum age limit at 14 for hunting trips and 12 years for other outdoor activities. In addition, he ensures that the young sportsmen are aware of the precautions to be used in handling firearms.

"If a youngster arrives at the lodge with no hunting or fishing experience, everyone is willing to give him the benefit of their expertise," explains Forbes. "We keep a close eye on the kids. It's the best way for them to get the experience and get it right."

However, the experiences associated with the outdoor program go beyond simply learning the fundamentals of hunting and fishing. Learning to do without the comforts of home in the field is a must.

The hunting lodge—in the George Washington National Forest, 150 miles from Washington—is a simple, two-story structure made of brick, wood, tar paper... It looks, as Gaudet describes it, "like the builder couldn't decide which materials to use."

The first floor consists of a living

room (cluttered by cots) and a kitchen; the top floor is a maze of old Army bunkbeds. Cooking facilities are limited to a woodburning stove and an electric grill—electricity is the only modern convenience enjoyed at the lodge.

The lack of plumbing means that water must be brought in. Shower facilities are in the form of a distant stream ("mighty cold in the spring," says Forbes).

The outdoor recreation service leases the lodge during the turkey and deer hunting seasons. Despite its lack of conveniences, no one seems to mind. Besides, after a full day of hunting, fishing and wondering what Forbes (also head cook and bottle washer) is rustling





*Above: Little talk but a lot of action characterizes one of the popular breaks of the day—a Forbes-cooked meal.*

*Right: The kitchen is the place to go and Forbes (left) is the man to see for hunting and fishing advice.*

up for chow, no one has time to contemplate the absence of comforts.

A typical Forbes "all-you-can-eat meal" might include soup, candied yams, chipped beef and crispy pork chops. Except for an occasional "pass me that," "I could go for another chop" and "save your paper plates for the fire," talk at the dining table is limited.

After the evening meal almost everyone hits the sack early. Although the top floor of the lodge is wall-to-wall bunks, it's also home for a flying squirrel, numerous mice and other creatures. Needless to say, sleeping can be quite an experience.

Gaudet wasn't aware of the other guests—"I was so tired I missed it all. It's amazing what a full day of activities, fresh air and a good meal can do for the body."

Reveille for the hunters consists of Forbes brewing coffee, grilling sausage and cooking buckwheat pancakes. He doesn't say a word to the sleeping men.





Left: Bush and Gaudet.

Instead, he simply lets their sense of smell rouse them for the early morning breakfast and subsequent hunt.

Since Virginia law allows turkey hunting only between sunrise and 11 a.m., the hunters have to be out early to select a spot from which to wait for their prey. Although the hunting hours are limited, they still have the rest of the day to fish in one of the many mountain streams. But you have to know how to get to them.

Bush is especially appreciative of Forbes' knowledge of the countryside.

"We arrived too late for the first hunt because we got lost in the forest," says Bush. "We were following handwritten directions which didn't include an important turn and the name of a road I knew we were lost and quite a ways from civilization but didn't realize just

how far until we met a guy who was cutting wood alongside the road," continues Bush. "We showed him our directions, but he couldn't read!"

Gaudet adds that, "It didn't matter though. He knew where he was and we weren't even sure where we wanted to go."

After two hours of backtracking, they finally found the lodge and from then on didn't let Forbes out of their sight.

Though Bush and Gaudet did more than their share of hunting and fishing, they didn't bag one turkey or hook a single trout. (That's one thing Forbes couldn't arrange). By most standards, the trip would've been considered a failure. However, the two disagree with how some sportsmen define a successful hunting trip.

"It's worthwhile to me anytime I can

get out where the air is fresh, the water is clean and the people are friendly," says Bush.

"I agree," says Gaudet. "After working in a metropolitan area, it's almost a shock when people wave at you as you drive through the forest. One man even stopped us just to talk... It makes you start believing that people are human after all."

The two added that the wilderness atmosphere and everyone's friendliness were also therapeutic.

"You can actually see the change in a person's attitude," says Bush. "For example, an Army captain drove here directly from his Pentagon office. You could see the tenseness in his face and he rarely spoke to anyone. But," continues Bush, "after a few hours he relaxed and did a complete 180."

Gaudet was impressed by the informality of the group.

"No one made a big deal of rank," he says. "There was a colonel who swept the kitchen after meals and a captain who washed the dishes. No one introduced themselves as *colonel* or *captain*—we were strictly on a first name basis."

But, everything must eventually end; it seems the good times are over sooner than the bad. At least that's how Bush and Gaudet felt as they packed to leave for home.

"Now that we know what special services has to offer, we'll be taking advantage of their outings more often," says Bush.

"I can't think of a more ideal way to spend a weekend!"

(For more information about Special Services, see *All Hands*, June 1979).



# The Two Worlds of Doctor Koskella

BY BRENDA LUNDY

You probably wouldn't look twice if you saw a torpedoman wearing dolphins or a line officer sporting wings, but you might be perplexed if you met a Navy *doctor* who's also a certified jet pilot.

Your confusion would be understandable—there are only 10 aviator-designated physicians on active duty. Lieutenant Commander Ken Koskella, MC, USN, assigned to Attack Squadron 128 at NAS Whidbey Island, Oak Harbor, Wash., is one.

Koskella's interest in aviation began while he was attending Washington University Medical School in St. Louis, Mo. He took flying lessons between classes, earned his pilot's license, bought an airplane, and decided aviation was the only way to go.

But it took the doctor more than three years before he finally climbed into a jet's cockpit as a qualified naval aviator. After graduating from medical school and serving a year of internship at Oakland Naval Hospital, Koskella applied for and received orders to flight surgeon school at the Naval Aerospace Medical Institute at Pensacola, Fla.

Following the six-month school, four months of academic study and two months of flight school, he reported to Key West, Fla., for a two-year tour as a flight surgeon with Reconnaissance Attack Squadron 3. While serving with RVAH-3, he applied for the Dual Designator Program and was sent to



Meridian, Miss., for additional flight training.

The Dual Designator Program, which began with only three billets and was gradually increased to the present 10, has been in existence for about 20 years. Since the Geneva Convention forbids medical people to bear arms, it may seem odd to find a doctor piloting a combat aircraft. However, the purpose of the program is to make flight surgeons more aware of the problems encountered in flight and enable them to devise ways of reducing the hazards inherent to piloting high speed aircraft. The greatest need, then, for dual design-

nator officers lies in the training and research areas.

After Koskella earned his wings, he was ordered to Whidbey Island as an instructor for fleet replacement aviators and as the squadron flight surgeon. Besides spending two days a week treating patients at the station hospital, regular duty one night a week and two weekends a month, Koskella is expected to log at least 1,000 jet flight hours before moving on to another duty station.

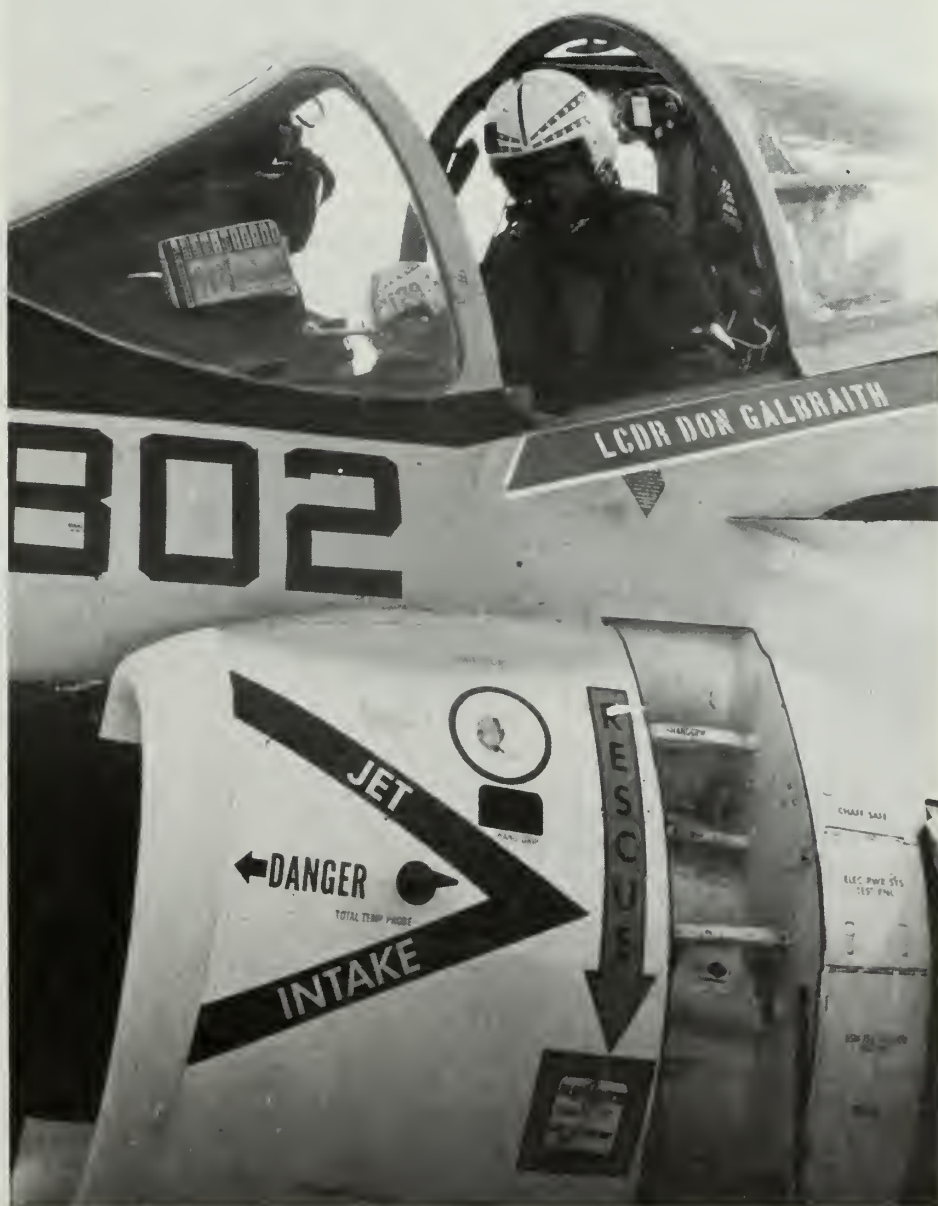
Why so many hours? the doctor has set a goal for himself—assignment to Test Pilot School at Patuxent River,



Md., and he must log the 1,000 hours in order to qualify.

If Koskella realizes his goal, he'll spend his next duty learning more about designing flight gear, cockpits, escape systems and aircrew survival. It's a job he feels is invaluable to the Navy.

Until that time, however, the jet-jockeying doctor continues doing what he enjoys most—flying and practicing medicine, with an eye toward family medicine. ↓





## Keeping complacency out of the cockpit

BY JO1 JERRY ATCHISON

*"I would rather arrive on time with a sergeant-pilot than late with an old Etonian."—Air Chief Marshal Sir Neville Stack when asked whether the Royal Air Force should recruit more pilots with expensive educations.*

For Sir Neville, it's a pity there aren't many "sergeant-pilots" around these days. In the U.S. Navy, the practice of training enlisted pilots (called NAPs for Naval Aviation Pilots) peaked during World War II and began settling from view thereafter.

There's one remaining NAP on active duty, though, who has neither settled from view nor climbed down from the cockpit. He's NAP Jones.

Rather, he's Master Chief Air Controlman Robert K. Jones, USN. But call him NAP because he is—first and foremost—a Naval Aviation Pilot...and that's what he answers to.

That's probably all you'd answer to as well if you'd spent as much time flying Navy aircraft. In fact, if you went out to match NAP's hours in the cockpit, you'd have to climb in the plane, say, on Jan. 1, 1980, and crawl out at the end of that non-stop flight on St. Patrick's Day in 1981.

Even if you went for that marathon plane ride, you'd still miss the mark because NAP Jones accumulated those hours in 27 types of Navy aircraft. He's also still busy running up those hours flying C-131s out of Naval Air Station Pensacola, Fla.

So you can't catch him.

But you *can* talk to him and, of greatest importance, learn from a man who's spent 36 years flying for the Navy. On a 12-hour flight aboard a C-131 flying a circle from Pensacola to Meridian, Miss., to Norfolk and back again, *All Hands* got the chance to do just that.

"I'll fly until I can't climb in the cockpit because the Navy needs men who'll keep complacency out of the cockpit," he said between flying duties during the long flight.

The key word here for NAP is "complacency." It seems this is his own worst enemy and he combats it with his own special kind of professionalism.

"Take that word professionalism," he said. "Now there's a word that's overused these days. But it sure isn't overworked.

"Flying, for example, is a professional business and must be treated that way. Some people, though, don't. They get complacent because it's easy to learn to fly a plane; because flying a reliable, well-built aircraft over the same route breeds complacency. It creeps into the cockpit—pilots know flying is safer than driving a car down the highway.

"It's even tougher in the Navy because our job is—or should be—tougher. People, you see, sometimes forget that our peacetime job is to train for war. Since we're like a nonscheduled airline, it gets too damn easy to act like a civilian transport pilot instead of keeping in mind the combat support mission we would fly in time of war."

NAP's personal war against complacency in the cockpit of Navy aircraft is

based on personal experience. He can and will tell you how he's seen complacency take lives and aircraft. But he's no preacher. He'll point out that he once was his own worst example of complacency in the cockpit.

"When I had as little time flying as some pilots have today, I used to get just as complacent as they sometimes do. Then I began to realize each close call I'd had was a result of that attitude. It was a lesson that took me years to learn and almost cost me my life."

The result? Well, no co-pilot or crew member on a NAP Jones flight treats the trip routinely. That explains, in part, why he said he has never been frightened in all his years of flying—just very, very busy at times.

"You can't be frightened if—each





time you take off—you expect the worst and are trained to handle it. For example, if a good pilot's plane was going down he'd think, 'Now if I handle this just right, I might be able to keep this jewel flat enough to pancake it in.'

"The good pilot is going to run through every procedure he can—and that'll keep him way too busy to get scared," NAP said.

That example, too, explains still more about NAP's approach. "It's called training, more training and still more training—on each and every flight, in any and all situations, and whenever or wherever it's possible," he said.

"I learned from old NAPs that the secret of their success was that they not only flew the plane, but worked with the crews as well. Those old timers took off

*Left: NAP Jones files his flight plan at the NAS, Meridian, Miss., terminal. Below: NAP flies the right seat during a check-out flight aboard a C-131.*

their flight suits when they landed, put on dungarees and went to work on the aircraft right alongside the mechanics. Living with the aircraft that way meant they knew those planes inside and out. And they knew the penalties they paid if they goofed on the ground."

Because NAP believes it's everyone's job to know everyone else's job as much as possible, a fledgling aircrewman assigned to NAP's crew is apt to be quizzed on flying the aircraft just as he'll be tested on his primary duties. In addition, NAP makes it clear to everyone that the safe and efficient operation of that aircraft does not fall solely on the pilot's shoulders.

This is not to suggest that NAP isn't the boss on each flight he pilots. As pilot, he is, and must be, the man in charge. But in NAP's world there is no such thing as a too-well-trained crew and, therefore, there is no such thing as a too-competent crew filling the seats on any flight—not even the pilot seat.





One example of how this works occurred just before the heavily loaded plane's take-off from NAS Meridian, Miss. The cargo master in charge of the load came forward with his freshly computed figures on weight and size of that load. NAP's "guesstimate" agreed almost perfectly with the cargo master's figures. (Indeed, another time, a sheepish cargo master with figures different than NAP's recomputed his work and hit the right figure—NAP's.)

So who do we have here in NAP Jones? Is he an airborne, whip-cracking perfectionist who keeps his crews hopping all the time?

They *do* hop. But it's obvious they wouldn't want to be anywhere else than hopping for NAP Jones. A man with so many strong beliefs about life in the cockpit of a Navy aircraft would seem to demand respect, and nothing more. Instead, there seemed to be a feeling of mutual respect—between all crewmen—aboard NAP's C-131. That prompts a question of NAP's beliefs in leadership principles and practices.

"To understand how I feel about that, you've got to go back to the beginning of my Navy career," he said.

"Back in 1943, I was a new recruit aboard the USS *Aucilla* (AO 56) (before he was accepted for Navy flight training). We were a green reserve crew. But we were running with the hottest fleet in the Pacific under Admiral Halsey.

"My job was to keep watch on a bearing housing that kept burning out. After a little investigation I found the water line to cool the bearings was actually hotter going into the housing than when it came out.

"It became obvious to me that in hooking up the water lines, a steam line had been switched for the cold water line. I told my chief but he didn't believe a boot fireman.

"When they finally discovered the burned out bearings were caused by those switched lines, I'd learned a valuable lesson about leadership.

"That is, if a man knows something, he knows it, whether he's a seaman or an admiral. So you'd better listen to your people," he said.

NAP listens hard to his crew. That's

why he often said, "If you've got a good crew, you've got to work *with* them, not *for* them or they for you." Now if that sounded like he was making a case against the chain of command concept, it isn't. NAP is also quick to pin down his ideas on the importance of discipline—particularly in the air—that is one hallmark of the chain of command.

"If the skipper of an air squadron is not interested—or appears not to be interested—in his crew, then that crew is going to reflect that lack of interest. They'll reflect it in each other and in their jobs. Then you've got an unprofessional air squadron that's headed for trouble.

"No. A leader has got to take a strong interest in his people. In other words, you've got to prove to me you're interested in me before you'll effectively lead me," he said.

NAP has a unique opportunity to practice his leadership notions. For as the last active duty enlisted pilot in the Navy, he must lead not only his juniors—the enlisted crew—but his seniors—the officer pilots with whom he shares flight duties—as well. Do Navy officers have difficulty accepting his airborne leadership and advice?

"Never," he said. "Navy pilots, no matter what their rank, know that flying is a matter of experience and qualifications."

To make sure, NAP doesn't expect any pilot to take his word for anything during a flight. And since each NAP Jones flight is a training flight, the examples can and do come fast and furious.

NAP told how he's gotten in the habit of always asking a new pilot one question on first meeting: "What's your primary navigation aid going to be on this flight?" The answer usually includes something about this or that piece of radar or other navigational equipment aboard the aircraft.

That's not NAP's answer.

"Pre-planning the flight, as simple as that, is as close as you can come to guaranteeing you'll know where you are at all times," he said.

It's easy to see NAP's a teacher who

roots his theories in common sense rather than in sophisticated gear or complicated formulas. All that gear, he believes, is designed to assist the pilot and not the other way around. That's why he makes sure nobody in his crew is solely dependent on radar, for example, to get them from one point to another.

NAP Jones described himself as a man who's been getting in arguments all his life, and admits that if he sees something he doesn't like, he can make a real pest of himself until that something is made right. Sometimes, those views seemed a bit unorthodox upon first hearing:

"America has won all her wars because we have always done uncommon things when they were least expected. But when those things were done, it was with the understanding of, and consideration for, all possible alternatives. Today, some people try to continue that tradition of doing the uncommon. But they do it in a very ordinary way. And that's wrong."

A talk with NAP Jones generates an energy level that belies his 36 years in the Navy. Here's a man, you think, who'd take the proverbial mile when offered an inch (and share it gladly with his crew). But he is, after all, *only* a mortal who could find himself in an airborne emergency that defies even his years of training and experience.

What if the plane he was flying was going to crash? What if he could do nothing to save either the plane or himself?

"I remember being taught about that in flight school," he said with a smile. "If you ever find yourself in a spin that you can't get the plane out of and you can't get yourself out of that aircraft, there's one final thing you can do:

"Push those controls right to the firewall (full open). That way, when you hit you don't just dribble in but *make a great big hole*."

In 1983, NAP Jones will hit 40 years in the Navy. If he thinks to take a look back over his shoulder then, chances are good he'll see he's "firewalled" his way through the whole experience. And he didn't need—nor get—his airplane into a spin to accomplish it. ↓



# Operation Solid Shield

## First Night on the CHOWAN RIVER

BY PH2 DAVID LONGSTREATH

On the outer edges of North Carolina's Dismal Swamp, the Chowan River snakes slowly through dense cypress trees and underbrush. Mosquitos swarm in the dampness of late evening.

Hidden on the bank, a guerrilla quietly prepares an ambush. Three U.S. Navy patrol boats cruising the shallow waters (near Sand Banks, N.C.) do not see or hear him.

Downstream, the throaty diesel of Special Boat Unit 24's craft shatters the silence. The guerrilla checks his automatic rifle, inserts an ammo clip, switches the safety off, and waits.

★ ★ ★

It has been an uneventful night for Navy Boatswain's Mate Second Class

Willie Coleman and the three-man crew of his patrol boat. The usual searches of suspected naval craft have found all papers in order and no contraband. This is Willie's fourth six-hour patrol in two days. His tired eyes smart from straining to detect aggressor forces in the underbrush.

In a moment, the calm of this warm May evening will be shattered by gunfire. Coleman's "life" will be on the line.

The ambush, however, is not a terrorist act, but a planned exercise in riverine warfare held during this year's Operation Solid Shield. The 17th annual joint service operation, in which Special Boat

Unit 24 participated, emphasized command and control of military forces in a simulated environment.

"One of the main training objectives during the operation on the Chowan River is to give personnel of the unit a feel for simulated combat conditions," said the unit's reserve commanding officer, Commander William Clarke.

To accomplish this goal, the Little Creek, Va., based unit was split into two opposing forces, with different objectives.

For Willie Coleman and other members of the patrol boat crews, the mission is to protect a simulated friendly country against invading forces





of an aggressor nation. "One of the fastest means of transporting supplies and arms is by that nation's waterways. In this case, our mission is to deny aggressor forces the use of the Chowan River," added Coleman.

The boatswain explained this would be accomplished by blockading water routes, quarantine operations, search and seizure of suspected aggressor naval craft and special warfare support.

To check the progress of the exercise, an umpire was assigned to each patrol craft. After each operation, the boat captain, boat officer, and crew were briefed on their effectiveness. "The best



*Above: Gunner's Mate Third Class Randy Dooley, a member of the aggressor force, on patrol.*

*Top right: Marines of the Second Reconnaissance Group from Camp Lejeune, N.C., prepare for a night patrol.*

*At right: Members of Special Boat Unit 24 search suspected aggressors during riverine warfare exercise.*







way for our personnel to learn riverine warfare is to be exposed to key situations, such as mock ambushes, and to then allow umpires to observe how they handle each circumstance," said CDR Clarke.

A typical riverine operation, recounted by Coleman, concurred with CDR Clarke's statement and told of a common guerrilla tactic encountered during the operation.

"The first night on the Chowan, we had the midnight patrol. Visibility was good under a full moon. We hadn't seen anything all night when the forward spotter saw two men moving slowly along the riverbank in a small boat. We suspected they were aggressor forces when they made an attempt to run for it."

The 36-foot armor-plated boat quickly overtook the smaller wooden vessel. Orders were given for the two men to stop their craft and raise their hands. They did, but only after warning shots were fired.

Both vessels were now in the middle of the muddy Chowan. Seconds passed slowly as the patrol boat captain and crew prepared for their next move. The constant whine of the 800-horsepower diesel engines penetrated the still night air.

"I felt we had the situation under control. We saw contraband in their boat and knew they were guerrillas. We weren't taking any chances."

With all his crewmen in key locations, the boat captain called out to the aggressors.

"Throw us a line."

In one fluid motion, the man in the bow of the suspected craft reached down, raised slowly, and threw both the bow line and a simulated grenade into the patrol boat.

"I saw the line in the moonlight and then heard that sickening thud. We blew it. We were 'dead'."

The operation stopped; the umpire

*Above: An aggressor, portrayed by a Navy petty officer, must be watched closely even when "surrendering."*

*Left: Patrol boat and crew returning from exercises on the Chowan River.*



began his brief to the patrol boat crew.

"Patrol boat operations in a combat environment consist of long, often boring, hours making repeated checks of innocent civilian watercraft. In this instance, you failed to keep a spotlight on the suspected craft. This happens most frequently where forces fail to establish a rapport with the local civilian population. They can either be your best friend or your worst enemy."

Throughout the two-week operation, this scene was repeated. For members of Special Boat Unit 24, the lesson learned during Operation Solid Shield was remembered and will be refined in future training.

"Someday, those ambushes could be real and there won't be any umpires around," said a SBU-24 boat captain.

*Right: Marines of the Second Reconnaissance Group arrive at the Chowan River base camp by way of H-53 helo.*

*Below: Units of Special Boat Unit 24 deploy for patrol operations on the Chowan; their job is to be on guard against ambush.*





# Harbor Clearing During Solid Shield

Living up to their motto, "Where the fleet goes, we've been," Mine Squadron Twelve, in an exercise scenario, "busted the fleet out" of a "mined" Norfolk harbor recently in Solid Shield '79 exercises.

The ocean minesweepers (MSOs) and intercoastal minesweeping boats (MSBs), with combined crews of active and reserve personnel, were involved in mine countermeasure work designed to clear a channel through the harbor and its approaches following a simulated hostile force's mining of the area.

The Charleston-based squadron was charged with demonstrating a capability to neutralize such a threat. Squadron Commodore Captain C.R. Christensen responded by forming a special squadron staff team to plan and execute the operation.

Heading the group was Commander C.S. Davis III, Commodore for Naval Reserve Force Mine Division 121, out of Newport, R.I.

The team developed a plan based on hundreds of hours of field research, files review, and extended interviews. This in-depth examination of minesweeping warfare and present naval operations led to a detailed operation order scaled to current fleet demands. Objective was to clean a channel for ship traffic from the piers to blue water.

Ten ocean minesweepers and seven intercoastal minesweeping boats, manned by 1,000 active and reserve personnel, embarked for the extensive exercise. For eight days of around-the-clock operations in fog, foul weather and adverse sea conditions, the task force logged a total of 18,000 nautical miles. New tactics and updated procedures were used, featuring sophisticated search and sweep methods for detecting, locating, and neutralizing mines in shallow and deep water locations.

Various types of minesweeping gear were streamed to simulate ships' signa-

tures to sweep acoustic, magnetic, combination, and moored mines. Careful attention was given to routine maneuvering strategies, communication procedures, and warfare operation skills. Besides monitoring the overall functions of squadron activities, the exercise served to measure the endurance and responsiveness of mine-sweep sailors and ships. Night astern refueling turned out to be a successful, smoothly executed maneuver involving the USS *Edenton* (ATS-1).

Deep water operations involved the USS *Fidelity* (MSO 433), the only active duty minesweeper in the exercise, and the reserve minesweepers USS *Fearless* (MSO 442), USS *Engage* (MSO 433), and USS *Affray* (MSO 511). Special deep-rigged minesweeping gear was used.

Before departing for Solid Shield, most of the squadron ships were in Charleston for material preparation

and exercise training. At formal pier-side ceremonies there, many of the ships received awards for outstanding unit contributions and individual achievements including the Naval Surface Force Atlantic Fleet citation for a crew's exceptional teamwork and performance, and departmental awards for technical and operational excellence.

Reserve force minesweepers are commanded by active duty officers. Each has an active duty complement of three other officers and 36 enlisted men. The reserve crew, designed to bring the ship up to wartime manning levels, consists of the executive officer, two additional officers, and 14 enlisted men. The Naval Reserve Force MSOs are homeported on the East and Gulf Coasts from Maine to Florida. ↓

*Reservist STGSN Jonathon Natti plots underwater contact found during mine hunting operations aboard the minesweeper USS Adroit (MSO 509).*





# Portland-

## A great place to visit



BY LCDR C. L. CRAGIN  
AND ENS J.P. SMALLWOOD

The weather was cold but the welcome was warm when USS *Portland* (LSD 37), encrusted with ice, entered historic Casco Bay, Portland, Maine, and tied up at the State Pier.

It was the first time since 1945 that a ship bearing the name of Maine's largest city paid a visit. As a resident said, "It's like having one of your children come home. It's even better when a man named Connolly brings his ship to Portland for St. Patrick's Day."

*Left: CDR Michael B. Connolly with Merritt Fitch, a citizen of Portland.*

*Below: Skyline of Portland, Maine, provides the backdrop for USS *Portland* (LSD 37).*

That's what it was all about, an enthusiastic St. Patrick's Day celebration for the city's Irish-American community and the crew of *Portland*. A shamrock flag flew from the mast.

The state laid out the red—call it the green—carpet. The Maine Legislature enacted special legislation declaring *Portland's* visit to be "of great significance to Maine and its citizens." The Legislature sent a special delegation of state senators to officially convey its message of welcome.

"It was overwhelming and greatly appreciated by the crew", said *Portland's* CO, CDR M.B. Connolly. "It was really like coming home after a long voyage."

City officials and the Chamber of





Commerce went out of their way to make the ship's crew feel at home. Activities included a slide presentation of local areas of interest. Personnel from Portland's Naval Reserve Center assisted in many of the logistical and support functions.

Shortly after the ship arrived, David F. Emery, first district congressman, extended his welcome and participated in a reenlistment and awards ceremony and the advancement ceremony of Electrician's Mate Third Class William M. Sterns of Lincolnville, Maine, close to the congressman's home town.

Then there was the LCM-6. For several months, residents of the small community of Stonington on Deer Isle had been searching for a way to transport a surplus landing craft from Norfolk to Maine. A 56-foot boat is not the easiest thing in the world to carry around! "Can Do" was the response from *Portland*, whose crew took time to refurbish the Army surplus craft and put it "in a presentable form" before hauling it to Maine.

The boat didn't resemble an Army landing craft upon arrival. Wearing a new coat of Navy paint and the name "Portland," it was emblazoned with the "Gator" of the amphibious Navy.

"It was something the men wanted to do," said CDR Connolly. "They took their spare time to dress up the boat."

Residents of Deer Isle joined the crowd at the pier to see the landing craft they had worked so hard to get. After refitting, it will be used in firefighting operations and as a ferry to assist islanders in getting to and from the mainland. Their only link with the mainland, a suspension bridge, has to be closed occasionally because of high winds and for maintenance.

The generosity of *Portland's* crew was acknowledged. A delegation of Deer Isle residents came aboard *Portland* carrying 10 gallons of freshly harvested scallops. They joined with the ship's chefs in preparing a traditional Maine delicacy, scallop ("scaw-lopp") stew. First in the chow line was Maine's governor, Joseph E. Brennan.

Throughout the visit, Maine's citizens turned out to greet the ship and make the crew welcome. In the city with



Top: Residents of Deer Isle in Maine busily prepare a scallop stew for *Portland's* crew; they brought the fixings. Above: SN D.S. Corbin, LCDR W.K. Coxe, Jr., CDR M.B. Connolly and SMSN R.L. Weckesser at the monument to USS *Portland* (CA 33).

a reputation among foreign navies as a "great place to visit," U.S. Navy ships are a common waterfront sight. But Mainers wanted to see *Portland* and they turned out in overwhelming numbers. Lieutenant Commander Guy Carroll Jr., commanding officer of Portland's Naval Reserve Center—whose command hosted the visit—estimated that more than 6,000 people visited *Portland* and set a new port record for visitors.

"At times," said Carroll, "more than 300 people were in line waiting to get aboard."

While residents were taking every occasion to visit the ship, many of the crew members were visiting the city. CDR Connolly led a wreath-laying ceremony at the mast of the original

USS *Portland* (CA 33) at the city's Eastern Promenade. The heavy cruiser had a distinguished record during World War II.

The crew took the opportunity to visit many interesting places, including the home of Portland's famous poet, Henry Wadsworth Longfellow. One crew member observed, "I read Longfellow's poems in school but I never thought I'd get to see where he lived."

It was that kind of visit—a time of fellowship, camaraderie, and enthusiasm. "It brought the Navy closer to the people of Portland, demonstrated firsthand the quality and dedication of the American sailor and, at the same time, instilled in the crew a closeness of identity with the people of Portland, Maine," said CDR Connolly. ↓





# Navy Rights & Benefits

## VA Benefits

*For some service members, the transition back to the civilian community offers little difficulty. For others, the move is full of uncertainty. To aid eligible veterans leaving the Navy after retirement or after their enlistment obligation, a wide range of services and benefits is available, many of them tailored specifically to the needs of military veterans.*

*This article, No. 10 in our series on Navy Rights and Benefits, includes several tables which provide the latest information available on benefits administered by the Veterans Administration (VA). Specific requirements and more detailed information are available from VA offices located in major cities throughout the country.*

*Active duty service members can also get answers to many questions from their command career counselor, personnel officer or education officer.*

★ ★ ★

### Majorcare 90

A primary concern of many families leaving military service is the sudden absence of medical coverage that occurs following a member's discharge. To help alleviate this, a major insurance company, through an agreement with VA, offers a 90-day medical insurance policy (Majorcare 90) which covers service members leaving the military while they establish permanent policies.

Majorcare 90 limits participation to veterans who served on active duty for 30 days or more. The policy excludes retirees and individuals who served less than four months for training purposes.

The policy costs \$25 for the service member, \$25 for spouse and \$10 for each child, up to three children. The plan covers four or more children for the price of three.

Benefits of the Majorcare 90 policy (which includes a \$25 deductible for

each episode) are payable for up to 52 weeks for illness or accidents which may occur during the 90-day period immediately following discharge. These benefits include:

1. Payment of up to \$36 daily for hospital room expenses, plus any services or supplies used during hospitalization.

2. Payment of 80 percent of fees for outpatient or inpatient treatment by physicians and surgeons, and also for diagnostic X-ray and laboratory examinations, private nurse and ambulance services, including cost of supplies and equipment rentals.

3. Upon death, as a result of an accidental injury which occurred within 90 days of discharge, a payment of \$1,000 will go to designated beneficiaries. Death must be from *accidental* causes. An accidental injury which occurred on the 90th day after discharge (the last day of the period covered) and caused the death of the insured 91 days *later* will not meet the terms of the policy as an insurable injury.

Majorcare 90 will not cover the expenses of childbirth or resulting complications, dental services, ear or eye examinations for hearing aids or glasses, congenital or pre-existing conditions. When double coverage exists, the policy does not pay expenses for care covered by other forms of compensation.

To apply for the Majorcare 90 program before you leave the Navy, contact your personnel officer.

### VA Medical/Dental Services

Veterans discharged or released from active military service under conditions other than dishonorable may be entitled to certain medical and dental care at VA health care facilities.

Veterans requiring hospitalization because of injuries or disease incurred while on active duty have top priority for admission to VA medical facilities. Veterans who were discharged or retired for disability and need treatment for some ailment not connected with their service will be admitted just as

soon as the space becomes available.

Other veterans who cannot pay for hospital charges elsewhere may be treated or admitted to VA hospitals on a space available basis. Ability to pay does not apply to any veteran who is 65 or older or is receiving a VA disability pension.

VA facilities also provide outpatient services to veterans in need of medical examinations, consultation or counseling, land prescription medicines or drugs.

Outpatient medical treatment includes home health services such as structural alterations and home improvements deemed necessary for the continuation of treatment at home.

VA medical and dental assistance is dependent upon the veteran's needs and eligibility.

### **Unemployment Compensation**

For veterans returning to civilian life without a new job awaiting them, per-

haps the first and most important thing to do is register with the nearest local State Employment Commission and apply for unemployment compensation payments.

It is not necessary for veterans to file for unemployment benefits in their state of record. After leaving the service, veterans may file in any state where they plan to reside or work. However, it is beneficial to file promptly. Weekly unemployment checks are not retroactive; they begin only after a veteran makes application.

### **Full-Time Jobs**

Although employment assistance is not one of its basic responsibilities, the VA provides guidance and information whenever possible. VA personnel, with offices at most state employment locations, counsel veterans on available benefits and privileges.

The U.S. Office of Personnel Management can assist veterans who seek

jobs in federal service. Other sources of employment information and assistance are:

- Federal Job Information Centers. (Consult telephone directory for address or ask operator for the toll-free telephone number.)
- USVACs (U.S. Veterans Assistance Centers) which are located at most VA regional offices.
- Any VA office.
- Any federal agency personnel office.
- State and local government employment offices.

Many levels of government—state, county, and municipal—give returning service personnel veterans' preference. The preference is generally in the form of additional points added to passing job testing scores.

### **Vocational Rehabilitation**

The Vocational Rehabilitation Program helps the service-disabled veteran





# Navy Rights & Benefits

select, prepare for, and secure work that is in line with personal goals, interests, abilities and physical capacities.

Veterans discharged, released, or retired from service under other than dishonorable conditions and who have been determined by the VA to need training to overcome handicapping effects of a service-connected disability may be eligible to participate in a program of vocational rehabilitation.

Basically, a veteran has nine years from date of discharge to complete vocational rehabilitation training. A four-year extension may be granted for unusual circumstances. Seriously disabled veterans may be granted longer periods to finish training; the VA determines the period of eligibility on a case by case basis.

In most cases, the period of education or training will not exceed 48 months, but more time may be provided if necessary. Most veterans attend school full time, but it is possible for them to attend on a three-quarter or half-time schedule.

The VA will pay training expenses, including tuition, fees, necessary books, supplies and equipment, and will provide—monthly—a non-taxable subsistence allowance to veterans in training. This is in addition to any compensation or other benefits to which a veteran may be entitled.

Table I shows a schedule of current monthly subsistence payments.

## Educational Assistance

The VA administers two basic educational assistance programs for veterans and service persons—the GI Bill and the new Veterans Educational Assistance Program (VEAP).

### GI Bill

Veterans who served on active duty for more than 180 *continuous* days, any part of which occurred after Jan. 31, 1955, but before Jan. 1, 1977, and who (a) were released under conditions other than dishonorable, (b) were discharged for a service-connected disability or (c) continue on active duty are eligible for educational benefits under the GI Bill.

Also eligible are those who contracted with the Armed Forces and were enlisted in or assigned to a reserve unit before Jan. 1, 1977, and who as a result of this enlistment or assignment, served on active duty for more than 180 days, any part of which began within 12 months after Jan. 1, 1977, and who were discharged from active duty under conditions other than dishonorable.

Each eligible person with 18 continuous months or more of active duty is entitled to 45 months of full-time educational benefits, or the equivalent in part-time benefits. Those with less than 18 continuous months of active duty are entitled to 1½ months of full-time benefits (or the part-time

equivalent) for each month of active duty served.

As an example, a veteran (with wife and one child), having 12 months of continuous service, will have 18 months of full-time benefits available. If the veteran-student attends school on a half-time basis, \$211 will be paid directly to the veteran for 36 months (approximately four school years). Table 2 shows the various monthly amounts a veteran will receive under the current rates for GI Bill users. These payments are non-taxable.

Full-time institutional training consists of 14 semester hours unless the school has certified to the VA that it considers 12 hours to be full time.

A cooperative program is a full-time program of education. It consists of institutional courses and alternate phases of supplemental training in a business or industrial establishment.

Eligible veterans and service persons may select a program of education, an apprenticeship or on-the-job training program, farm or flight training at any approved educational or training establishment which will accept them. Vocational or educational counseling will be provided by the Veterans Administration on request.

Under the law, each person is entitled to one change of program. Subsequent changes may be approved by the VA. Change from one program to another when the first is a prerequisite to the

TABLE 1. MONTHLY RATE OF SUBSISTENCE ALLOWANCE

| Type of Training                                              | Number of Dependents |       |       |                 |
|---------------------------------------------------------------|----------------------|-------|-------|-----------------|
|                                                               | None                 | One   | Two   | Each Add'l Dep. |
| Institutional                                                 |                      |       |       |                 |
| Full time.....                                                | \$241                | \$298 | \$351 | \$26            |
| Three-quarter time .....                                      | 181                  | 224   | 263   | 19              |
| Half time .....                                               | 120                  | 149   | 176   | 13              |
| Farm cooperative, apprentice,<br>or other on-the-job training |                      |       |       |                 |
| Full time.....                                                | 210                  | 254   | 293   | 19              |

second is not considered a change of program.

Veterans who have not received a high school diploma (or equivalency certificate) or who need deficiency or refresher courses before enrolling in a program of education or training may pursue these courses without charge to their basic entitlement.

GI Bill eligibility generally ceases at the end of 10 years from the date of the veteran's release from active duty or Dec. 31, 1989, whichever occurs first.

### Tutorial Assistance

Veterans who use the GI Bill may also be eligible to participate in a program of tutorial assistance. Its purpose is to assist veteran-students to successfully complete an educational goal by providing special help to overcome deficiencies in required subjects.

The school must certify that tutorial help is needed to correct a deficiency in a course which is an essential part of the veteran's program of study.

Veterans may receive up to \$69 monthly until a maximum of \$828 is received. Payments are made as reimbursements, not as advance allotments. Application for reimbursement should be made promptly after completion of the month or term in which tutoring was received. Benefits may only be paid, however, for tutoring received within the one-year period preceding the date the claim was received by the VA.

### VA Work-Study Program

Veterans using their GI Bill educational benefits who enroll full time in college degree, vocational or professional programs may "earn while they learn" under the VA Work-Study Program. Veterans in a vocational rehabilitation program are also eligible to participate in the work-study program.

Selection of applicants is based primarily upon a veteran's need to supplement monthly educational assistance or subsistence allowances. The number of applicants selected will depend upon the availability of VA-related work at the veteran's school or at VA facilities in the area.

Veterans may work a maximum of 250 hours per semester (or other enrollment period). Payment will be at the rate of \$2.50 per hour, or an amount equal to the hourly minimum wage, whichever is greater. A veteran may work less than 250 hours depending upon work availability, class schedule and personal needs.

Under the work-study agreement, veterans may receive payment for 40 percent of the hours of services in advance. After the advance, additional payments are made in arrears for each 50 hours of service performed.

Services performed under the VA Work-Study Program must be VA-related in nature. Examples of such services might include processing of VA paperwork at schools of VA regional offices, outreach services under the super-

vision of a VA employee, and services performed at VA medical facilities and offices of the VA National Cemetery System. These examples are not all-inclusive—the nature of work will depend upon a veteran's interests and the type of work situations available.

### VEAP

The new VEAP (Veterans Educational Assistance Program) has replaced the old GI Bill for Navy people who initially entered the service after Dec. 31, 1976. These people are eligible to participate in the contributory program by setting aside up to \$75 each month in an educational fund. Uncle Sam will add two dollars for each dollar you save. If you contribute the maximum each month for three years, with the government's contribution, you will

**TABLE 2. GI BILL RATES**

|                                                      | No Deps.                                                                                                                                                   | 1 Dep. | 2 Deps. | Each Add. Dep. |
|------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|---------|----------------|
| <b>INSTITUTIONAL:</b>                                |                                                                                                                                                            |        |         |                |
| Full-Time .....                                      | \$311                                                                                                                                                      | \$370  | \$422   | \$26           |
| Three-Quarter .....                                  | 233                                                                                                                                                        | 277    | 317     | 19             |
| Half-Time .....                                      | 156                                                                                                                                                        | 185    | 211     | 13             |
| <b>COOPERATIVE</b> .....                             | 251                                                                                                                                                        | 294    | 334     | 19             |
| <b>APPRENTICESHIP/OJT</b>                            |                                                                                                                                                            |        |         |                |
| 1st 6 Months .....                                   | 226                                                                                                                                                        | 254    | 277     | 12             |
| 2nd 6 Months .....                                   | 169                                                                                                                                                        | 197    | 221     | 12             |
| 3rd 6 Months .....                                   | 113                                                                                                                                                        | 141    | 164     | 12             |
| 4th and any<br>Succeeding 6-<br>Month Period .....   | 56                                                                                                                                                         | 84     | 108     | 12             |
| <b>FARM COOPERATIVE</b>                              |                                                                                                                                                            |        |         |                |
| Full-Time .....                                      | 251                                                                                                                                                        | 294    | 334     | 19             |
| Three-Quarter .....                                  | 188                                                                                                                                                        | 221    | 251     | 15             |
| Half-Time .....                                      | 126                                                                                                                                                        | 147    | 167     | 10             |
| <b>ACTIVE DUTY, OR LESS<br/>THAN HALF-TIME</b> ..... | Tuition cost, not to exceed rate of \$311 for full-time; \$233 for 3/4 time; \$156 for 1/2 time or less but more than 1/4 time; \$78 for 1/4 time or less. |        |         |                |
| <b>CORRESPONDENCE</b> .....                          | Entitlement charged at rate of one month for each \$311 paid.                                                                                              |        |         |                |
| <b>FLIGHT</b> .....                                  | Entitlement charged at rate of one month for each \$288 paid.                                                                                              |        |         |                |



# Navy Rights & Benefits

accumulate \$8,100 (\$2,700—your contribution, +\$5,400 from the government) which can then be used to pay educational expenses while in service, after separation, or both.

Though \$75 per month is the maximum, Navy people can set aside as little as \$50 each month or any \$5 increment in between. Members must agree to participate in the program for a minimum of 12 months, but exceptions can be made in cases of financial hardship.

VEAP is more than simply a savings account. Members will be entitled to the total amount in their account after completing their initial enlistment or period of obligated service, if they use it in a VA-approved educational program. If a member decides after being released from active duty not to continue his or her education, the member's share of the fund will be refunded within 60 days of notifying the VA.

If, after attending school for several months, a veteran or active duty service person decides to drop out, the remainder of the fund may either be withdrawn or left in the account in anticipation of returning to school at a later date.

Matching funds will be paid to students for the same number of months as they participated in VEAP. If a Navy person contributed for 24 months, for instance, he or she (if attending school on a full-time basis) could receive as much as \$225 a month for 24 months (\$75 contributed + \$150 matched funds = \$225).

Table 3 shows how much you can save through VEAP.

## PREP

Without charge to a participant's basic VEAP entitlement, an active duty service member may pursue PREP (PredischARGE Education Program), a program designed to help those persons needing to complete a high school education or to take refresher or deficiency courses as preparation for admission to a post-secondary program.

## VA Education Loans

Veterans using their GI Bill benefits

and those enrolled in VEAP are eligible to apply for a VA education loan. Direct loans from the VA are available for students needing assistance beyond regular allowances to meet educational costs.

Loans are not granted, however, based on enrollment in correspondence, flight, high school, apprenticeship, on-the-job training or PREP programs.

Students enrolled in a standard college degree program may borrow up to \$2,500 per academic year. Lesser amounts are available for shorter periods of enrollment. For example, a veteran may borrow up to \$1,250 for one semester or \$830 for one quarter. If enrolled in a third semester, fourth quarter or summer session of at least 10 weeks' duration in addition to the academic year, a veteran may borrow up to \$3,330. Approval of a loan depends on a veteran's needs, income and on other guidelines.

The interest rate for VA education loans is currently seven percent per

annum on the unpaid balance. No interest accrues on the loan balance until the beginning date of repayment, which begins nine months after a veteran ceases to be at least a half-time student. A veteran has 10 years and nine months to repay the loan.

A loan fee (currently three percent of the loan amount), which goes into an insurance fund for defaults, is deducted from the loan. Therefore, if a loan of \$2,000 is approved a veteran will actually receive \$1,940.

Repayment may be made in annual, semiannual, quarterly or monthly installments. There is no penalty for repaying in advance all or any part of the loan. Repayment of both principal and interest is deferred during any period of enrollment on a half-time or more basis.

## VA Home Loans

The VA *guaranteed* home loan program offers advantages that other loan

**TABLE 3. VEAP CONTRIBUTIONS**

| Your contribution        | You save  | Government contribution | Total     |
|--------------------------|-----------|-------------------------|-----------|
| <b>After One Year</b>    |           |                         |           |
| \$50.00 a month          | \$ 600.00 | \$1200.00               | \$1800.00 |
| \$55.00 a month          | \$ 660.00 | \$1320.00               | \$1980.00 |
| \$60.00 a month          | \$ 720.00 | \$1440.00               | \$2160.00 |
| \$65.00 a month          | \$ 780.00 | \$1560.00               | \$2340.00 |
| \$70.00 a month          | \$ 840.00 | \$1680.00               | \$2520.00 |
| \$75.00 a month          | \$ 900.00 | \$1800.00               | \$2700.00 |
| <b>After Two Years</b>   |           |                         |           |
| \$50.00 a month          | \$1200.00 | \$2400.00               | \$3600.00 |
| \$55.00 a month          | \$1320.00 | \$2640.00               | \$3960.00 |
| \$60.00 a month          | \$1440.00 | \$2880.00               | \$4320.00 |
| \$65.00 a month          | \$1560.00 | \$3120.00               | \$4680.00 |
| \$70.00 a month          | \$1680.00 | \$3360.00               | \$5040.00 |
| \$75.00 a month          | \$1800.00 | \$3600.00               | \$5400.00 |
| <b>After Three Years</b> |           |                         |           |
| \$50.00 a month          | \$1800.00 | \$3600.00               | \$5400.00 |
| \$55.00 a month          | \$1980.00 | \$3960.00               | \$5940.00 |
| \$60.00 a month          | \$2160.00 | \$4320.00               | \$6480.00 |
| \$65.00 a month          | \$2340.00 | \$4680.00               | \$7020.00 |
| \$70.00 a month          | \$2520.00 | \$5040.00               | \$7560.00 |
| \$75.00 a month          | \$2700.00 | \$5400.00               | \$8100.00 |

programs do not. The major advantage of the VA home loan program is that most VA loans are made with little or no down payment. The borrower also has the right to prepay all or part of the indebtedness at any time without premium or penalty.

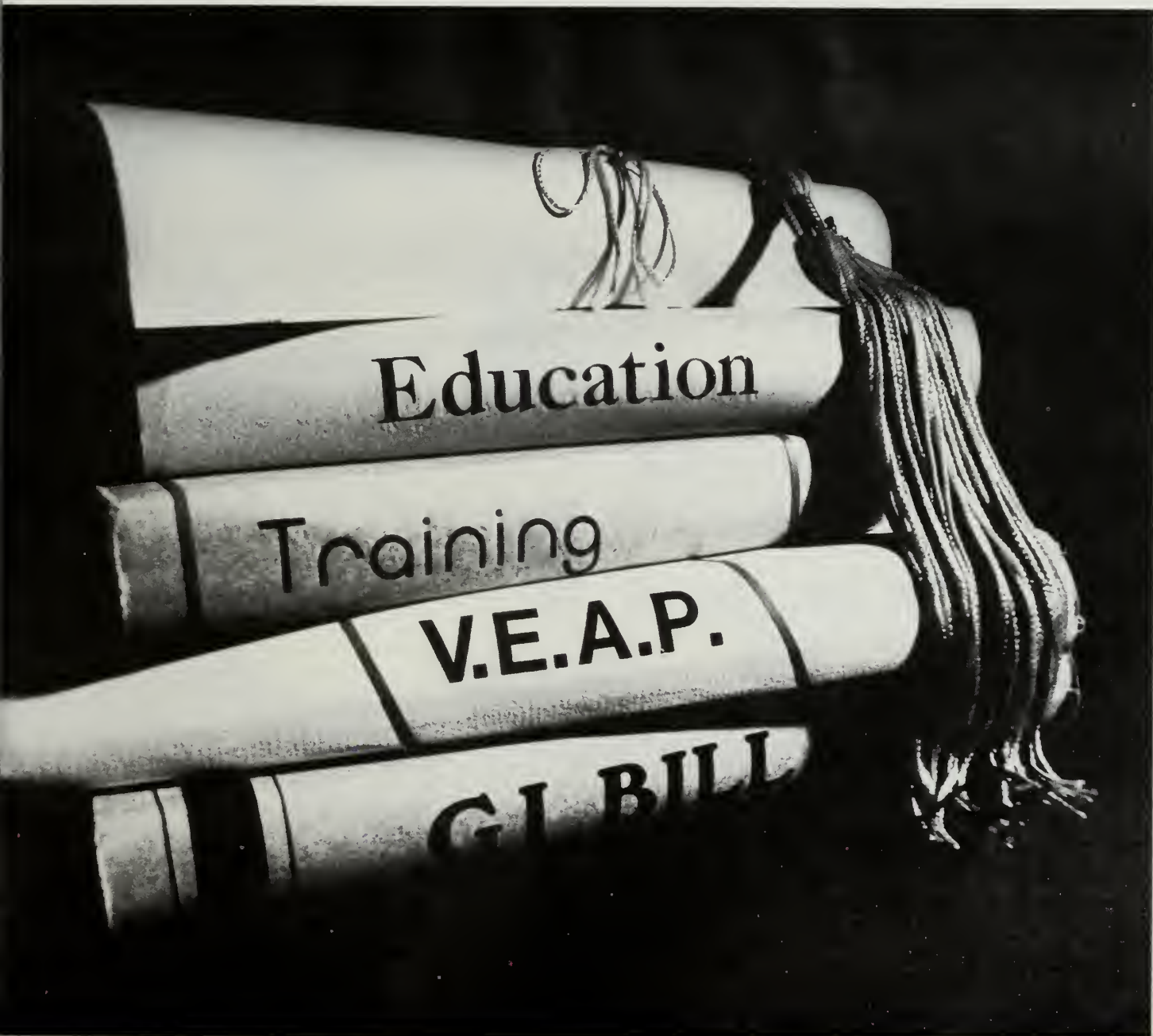
The home loan offered under VA's major program is not a *direct* loan but a *guaranteed* loan covering 60 percent of the mortgage, up to a maximum \$25,000. For a mobile home, the VA guaranty is 50 percent of the loan, up to \$17,500. The exact amount of a vete-

ran's entitlement is shown on the *Certificate of Eligibility* that many veterans receive from the VA shortly after discharge. Veterans who do not have this document should contact their nearest VA regional office.

Veterans can use their entitlement to purchase, build, alter, improve, refinance or repair a home. There is no requirement that entitlement must be used within a certain period of time. VA home loan eligibility remains available until used.

To be eligible for a VA home loan, a

veteran must have been discharged under conditions other than dishonorable. Generally, 90 days of *total* active duty during wartime, or 181 days of *continuous* service during peacetime, are required for eligibility for a VA home loan. A shorter period of service may be sufficient if a veteran was discharged or released sooner because of a service-connected disability. Men and women who have served more than 180 days on a regular active duty enlistment can qualify, but those on active duty for reserve training cannot.





# Navy Rights & Benefits

To obtain a home loan, veterans should contact a real estate broker or one of the usual lending institutions; i.e., banks, savings and loan associations, insurance companies and mortgage companies. Although there is no maximum loan amount, some lenders will limit loan amounts to four times a veteran's enlistment. For example, a veteran with full entitlement (\$25,000 guarantee) might be able to obtain a \$100,000 home loan subject, of course, to the veteran's ability to qualify for the loan from an income and credit standpoint. In all cases, however, the greater

the guaranty entitlement in relation to the loan amount, the more favorable will be the prospect of obtaining the loan.

As long as some entitlement remains, a veteran may qualify for an additional home loan, but the veteran must certify that he or she occupies or intends to occupy the property as a home.

As an example, a veteran may use remaining entitlement to obtain a loan for a second home and rent the first home to acquire income to apply against the first mortgage. As an alternative, the veteran may want to refi-

nance the first mortgage to obtain funds to cover the costs of remodeling. The only restriction on the use of remaining entitlement is that a veteran who bought a mobile home with a VA loan may not obtain a second mobile home with VA financing until he or she disposes of the first mobile home.

After selling a residential property financed with a VA loan, a veteran may be released from liability to the government. This is usually accomplished when the loan is paid in full or when the VA agrees to let a buyer assume the veteran's loan obligation.



When the loan is paid in full, or when another veteran substitutes his or her entitlement for that of the original veteran-borrower, *used* entitlement can be restored. If either of these conditions are met, a veteran who sells a VA-purchased home should make application to have *used* entitlement restored.

### Keep VA Posted

Do you have one of these policies with the Veterans Administration?

United States Government Life Insurance

National Service Life Insurance

Veterans Special Life Insurance

Service Disabled Veterans Insurance

Veterans Reopened Insurance

Do you keep VA informed of your current address?

If you need to submit a change, send it to one of the addresses below (whichever holds your insurance records) giving your name, VA insurance file number, and your current mailing address:

Veterans Administration Center

Federal Building,

Fort Snelling

St. Paul, Minnesota 55111

Veterans Administration Center

5000 Wissahickon Avenue

Philadelphia, Pennsylvania 19101

★ ★ ★

The VA-sponsored benefits outlined in this article, as well as benefits like Majorcare 90, can be of great assistance to veterans. As explained, some of the programs can also help members still on active duty, whether they seek a college education or a loan to purchase their own home.

For many of the veterans' programs, there is no time limitation imposed. Eligibility for other benefits, however, does expire. Table 4, Veterans Benefits Timetable, gives several VA programs and eligibility expiration dates. ↓

**TABLE 4. VETERANS BENEFITS TIMETABLE**

| YOU HAVE<br>(after separation<br>from service)                                                  | BENEFITS                                                                                                                                                                                                                                                                                                                                                                                                  | WHERE<br>TO APPLY                                                                                  |
|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|
| 10 years                                                                                        | <b>GI EDUCATION:</b> The VA will pay you while you complete high school, go to college, learn a trade, either on the job or in an apprenticeship program.                                                                                                                                                                                                                                                 | Any VA office                                                                                      |
| No time limit                                                                                   | <b>GI LOANS:</b> The VA will guarantee your loan for the purchase of a home, mobile home, or condominium.                                                                                                                                                                                                                                                                                                 | Any VA office                                                                                      |
| No time limit                                                                                   | <b>DISABILITY COMPENSATION:</b> The VA pays compensation for disabilities incurred in or aggravated by military service. Payments are made from date of separation if claim is filed within 1 year from separation.                                                                                                                                                                                       | Any VA office                                                                                      |
| No time limit                                                                                   | <b>MEDICAL CARE:</b> The VA provides hospital care covering the full range of medical services. Outpatient treatment is available for all service-connected conditions, or non-service-connected conditions in certain cases. Drug treatment is available for veterans in need of help for drug dependency.                                                                                               | Any VA office or hospital                                                                          |
| 1 year                                                                                          | <b>DENTAL TREATMENT:</b> The VA provides dental care. The time limit does not apply for veterans with dental disabilities resulting from combat wounds or service injuries.                                                                                                                                                                                                                               | Any VA office or hospital                                                                          |
| 1 year<br>(from date of notice<br>of VA disability<br>rating)                                   | <b>GI INSURANCE:</b> Low cost life insurance (up to \$10,000) is available for veterans with service-connected disabilities. Veterans who are totally disabled may apply for a waiver of premiums on these policies.<br><b>VGLI:</b> SGLI may be converted to a 5-year nonrenewable term policy. At the end of the 5-year term, VGLI may be converted to a policy with a participating insurance company. | Any VA office                                                                                      |
| 120 days (or 1 year<br>with evidence of in-<br>surrability); or up to 1<br>year if totally dis- |                                                                                                                                                                                                                                                                                                                                                                                                           | Any VA office<br>(for information)                                                                 |
| No time limit                                                                                   | <b>EMPLOYMENT:</b> Assistance is available in finding employment in private industry, in federal service and in local government.                                                                                                                                                                                                                                                                         | Local or state<br>employment service<br>U.S. Office of<br>Personnel<br>Management<br>Any VA office |
| Limited time                                                                                    | <b>UNEMPLOYMENT COMPENSATION:</b> The amount of benefit and payment period varies among states. Apply immediately after separation.                                                                                                                                                                                                                                                                       | State employment<br>service                                                                        |
| 90 days                                                                                         | <b>REEMPLOYMENT:</b> Apply to your former employer for employment.                                                                                                                                                                                                                                                                                                                                        | Employer                                                                                           |
| No requirement                                                                                  | <b>SELECTIVE SERVICE:</b> Veterans are no longer required to contact the Selective Service after separation from service, regardless of whether they previously registered with that agency or not.                                                                                                                                                                                                       | Not required                                                                                       |



# Mail Buoy

## Fringed Ensigns

SIR: In the May 1979 issue of *All Hands*, the 'Flying Rifles' are carrying a national ensign on parade with gold fringe on it. This is against the Navy's policy.—AM1 Clyde T. Clark.

• *The rule pertains only to ensigns that are displayed (hanging, on a stand, etc.) outdoors. Carrying a national ensign with a fringe is an entirely different matter. In fact, all the ceremonial units of the armed forces use fringed ensigns during ceremonies.*—ED.

## Diving Safety

SIR: Reading the March 1979 article on "Revolutionary Breakthrough in Deep-Sea Diving," I noticed a puzzling situation. Photos on pages six and eight show a diver *without* gloves and *with* a wedding ring on.

I believe this practice is unsafe. Correct me if I am wrong.—LCDR Carl Paul Saviola.

• *Regarding the wearing of rings and the use of gloves during a working dive, the general policy is that the diving officer and master diver or diving supervisor will determine whether the task at hand requires either the*

*dexterity that only the bare hand can afford or the protection of gloves. Safety is their responsibility and the procedure that provides the maximum safety for the diver is selected. Generally, it is not a good idea to wear rings on a diving operation or in any other work situation using moving or rotating machinery.*—ED.

## Deck of Cards

SIR: I came across the letter in the March 79 issue about the three Corvins. It asked if there were any other three-brother combinations serving in today's fleet. I am serving aboard the USS *John F. Kennedy*; so are my two brothers, HTFN Kenneth Card and DP3 Harold Card. I joined the Navy in 1975. Harold and Kenneth joined in 1977.—EM2 Bob Card Jr.

## Another Trio

SIR: In response to OS3 Rick Corvin's letter in the March '79 issue, USS *Whipple* (FF 1062), homeported in Pearl Harbor, Hawaii, has three brothers: BM3 Brian T. Rhodes, MM3 William D. Rhodes and FA David C. Rhodes, currently serving their tour of duty

together on board *Whipple*. There must be other ships in the fleet carrying brothers on duty together; who knows, maybe more than three!—YN3 Edward A. Summers.

## Recruiter's Odyssey

SIR: "One Recruiter's Odyssey," in the June issue of *All Hands* is one of the finest I have ever read in a Navy publication of any sort in my eight years in the Navy. "Nuff said."—JO2 Marc R. Matteson.

# Reunions

• USS *Shaw* (DD 373)—Planning a reunion for former crew members. Contact E.E. Ness, 1900 N. Serrano Ave., Los Angeles, Calif. 90027

• USS *Otus* (ARG 20)—Anyone who ever served aboard interested in a reunion. Contact Don Price, P.O. Box 216, Cocoa, Fla. 32922

• USS *Kenneth D. Bailey* (DDR 713)—Reunion. Contact Phil Loftus, 2816 Jones Blvd., Easton, Pa. 18042.

• *Destroyer Division 59* [USS *Ford* (DD 228), USS *Peary* (DD 226), USS *Pillsbury* (DD 227), USS *Pope* (DD 225)]—Survivors or relatives of deceased members of Des-Div 59 contact J. Daniel Mullin, 1105 Whitehall Drive, Mount Pleasant, S.C. 29464, who is writing a history of the division.

• USS *Bennington* (CV 20)—Planning a reunion. Contact Rudolph O. Schnalzer, 1115 Sioux St., Bethlehem, Pa. 18015.

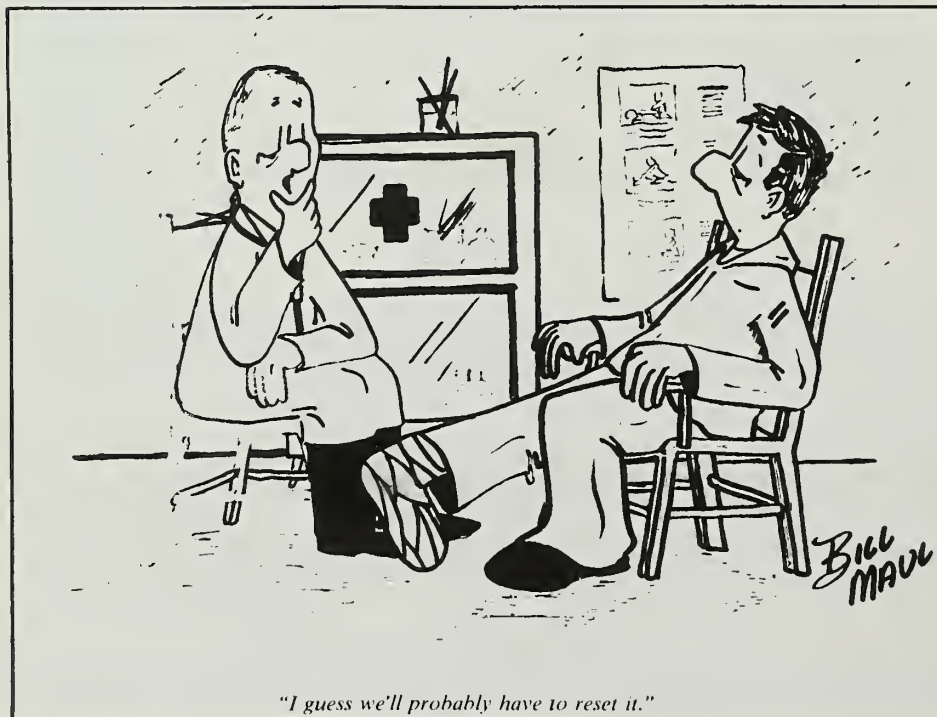
• USS *Rockwall* (APA 230)—Possible reunion. Contact Donald J. Kusnir, 2140 S. Military Trail, W. Palm Beach, Fla. 33406.

• *Marine Corps Aviation Association*—Reunion Oct. 11-14, 1979, Atlanta, Ga. Contact Richard Hebert, P.O. Box 20231, Atlanta, Ga. 30325.

• USS *Gilmer* (DD 223) and USS *St. Mihiel* (AP 32)—Reunion in Oct., 1979, Milwaukee, Wis. Contact Julius Neumann, 3449 S. 84th St., Milwaukee, Wis. 53227.

• USS *Hovey* (DMS 11)—Reunion Oct. 19-21, 1979, San Diego, Calif. Contact Bob Caldwell, 525-275 El Norte Pkwy, Escondido, Calif. 92026.

• *Association of Naval Aviation*—Annual Convention Oct. 18-21, 1979, Jacksonville, Fla. Contact Capt. W. M. Gortney, USN (Ret), Association of Naval Aviation, Bald Eagle Squadron, P.O. Box 621, Orange Park, Fla. 32073.



"I guess we'll probably have to reset it."

# Stern Shots

---

Boats have been around since the early days of the Navy, yet few sailors today can identify the various types used in the fleet. Match the type listed with the correct (though brief) description.

● 1. UBs

● 2. PERS

● 3. MWBs

● 4. WHERRIES

● 5. MBs

● 6. PUNTS

● 7. MLs

A. Open square-enders...rowed or sculled.

B. Fast, decked-over...open cockpit amidships...35 to 40 feet long.

C. Divided into forward, engine and after compartments...not very seaworthy...steered by a tiller.

D. Vary in length from 22 to 65 feet...used as cargo and personnel carriers...have even been used in minesweeping operations.

E. Fast, V-bottomed, double-ended...will carry a maximum of 43 persons.

F. Heavy duty, square-sterned...coxswain steers from a platform called the coxswain's flat.

G. Square sterns...are rowed or may be powered by outboard motors.

ANSWERS: launches

1-D Utility Boats; 2-E Personnel Boats;  
3-C Motor Whaleboats; 4-G Wherries,  
5-B Motorboats; 6-A Punts; 7-F Motor

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# ALL HANDS

UNIVERSITY OF FL

NOV 08

OCTOBER 1979



in this issue:

1979 Sailors of the Year  
R & B Reenlistment Incentives

59.05

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## CHIEF OF NAVAL OPERATIONS

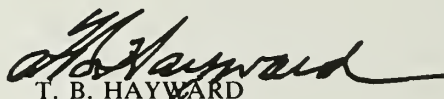
As we celebrate Navy Birthday 1979 on Oct. 13, we again have an opportunity to reflect upon the contributions and achievements of the men and women of the United States Navy.

In recent years, we have been retrospective in our Navy Birthday observances, looking back to pay homage to our history, traditions and heritage. While this remembrance is entirely appropriate, I take personal pride and satisfaction, as I'm sure you do, in my associations with today's Navy people—people who work long hours under extremely demanding circumstances at sea and ashore.

Each of you today continues to demonstrate a commitment and a devotion to duty which has made our Navy the strongest and finest in the world—qualities which you have inherited from your predecessors who served selflessly in times of peace and war. And, each of you is making your own special contribution today—contributions upon which the Navy will build in the future.

Our 204th anniversary celebration would be incomplete, however, if we failed to recognize the many other members of our Navy "family"—our wives, husbands and children, our civilian Navy employees, our Reservists and retirees. Each of these people has shared in our sacrifices and our successes, giving the support and encouragement which enables us to do our jobs well.

I offer to each member of the Navy family my appreciation for your efforts to help preserve peace and freedom throughout the world, and I send my best wishes as we celebrate Navy Birthday 1979.

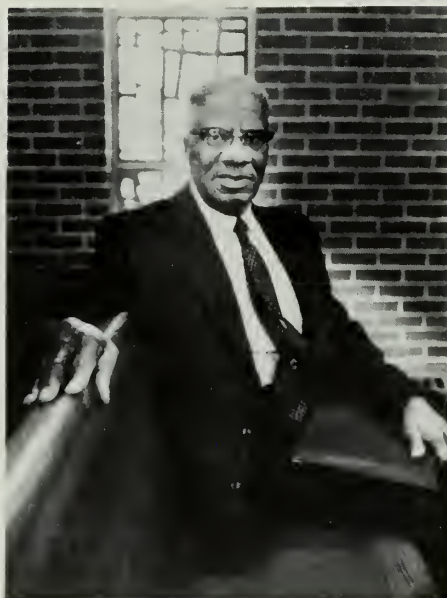
  
T. B. HAYWARD  
Admiral, U.S. Navy

# NAVY BIRTHDAY 1979



# ALL HANDS

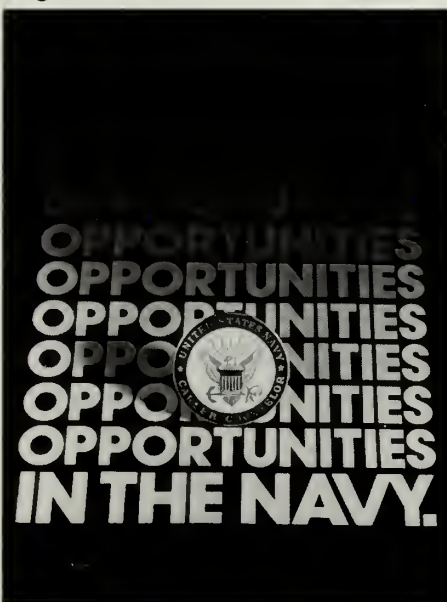
MAGAZINE OF THE U.S. NAVY — 57th YEAR OF PUBLICATION  
OCTOBER 1979 NUMBER 753



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Chief of Information: RADM David M. Cooney  
OIC Navy Internal Relations Act: CAPT Robert K. Lewis Jr.  
Director, NIRA Print Media Div: LT Timothy J. Beecher

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## Covers

Front: Sailors of the Year (from left), PNC William H. Miller, ENC(DV-PJ) Robert R. Schamberger and IC1(SS) Tommy Lee Couch, at the Navy and Marine Memorial in Washington, D.C. Their story begins on page 36. Photo by PH1 Jim Preston.  
Back: Artist Robert P. Gebing's (Navy Publications & Printing Service, Wash., D.C.) portrait of Chief Hospital Corpsman Robert M. Greene of USS *O'Callahan* (FF 1051). See page 12.

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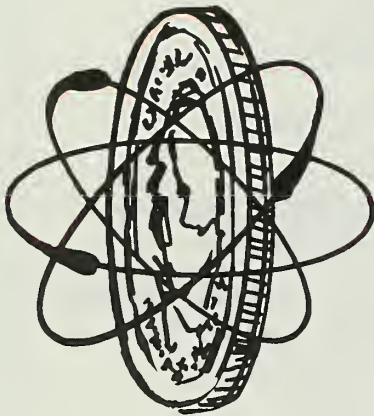
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# Currents

## Check Nuclear Bonus Amounts



All officers eligible for nuclear career annual incentive bonuses (AIB) are advised to pay special attention to their August leave and earning statement (LES). These LES forms show the amount of the incentive bonus due each officer annually on Sept. 30. In case of discrepancies on the LES forms, officers should notify one of the following persons in COMNAVMILPERSCOM by phone or message:

Submarines: LCDR Davis (NMPC-421B), 301-427-6025 or AUTOVON 291-6025

Surface: LCDR Stevens or LT Bersticker (NMPC-412N), 301-427-6013 or AUTOVON 291-6013

LDO/WO: LT Pearl (NMPC-423B), 301-427-6028 or AUTOVON 291-6028

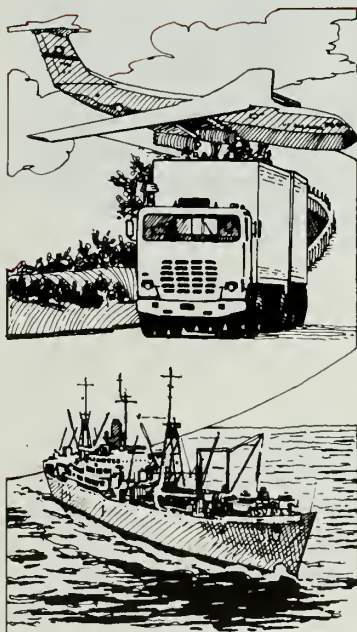
Messages, with passing instructions to one of the above listed codes, should contain: name, SSN, designator, AIB data on August LES, discrepancy and justifying comments. In addition, limited duty officers and warrant officers should ensure their activity has submitted eligibility data to COMNAVMILPERSCOM (NMPC-423B). Personnel being transferred in August or September should request AIB precertification by message from the Navy Finance Center (Code 0313) to ensure timely payment.

## Annual Evals for Everyone Now



In the ongoing program to reduce paperwork in the fleet, all officer fitness reports and enlisted evaluations will be required only once a year. Previously, W2s, ENSs, LTJGs, and E1 through E4 enlisteds had been evaluated every six months. Now, regular fitness reports for ensigns will be due June 30; for LTJGs, July 31; for W2s, Dec. 31 this year, and Nov. 30 starting next year. Enlisted evals will be due as follows: E1 through E3, Jan. 31; E4, July 31 this year and June 30 starting next year. E1 through E3 evals due July 31, 1979, are cancelled. The fitness report-evaluation schedule for other ranks and grades remains the same. This reduced requirement for formal evaluations does not relax the requirement for individual commands to continuously counsel and lead junior personnel. To the contrary, with extended periods between formal evals, the requirement is strengthened as a vital aspect of leadership. In addition, special reports and evals are still required in cases where individuals are eligible for promotion boards or service-wide exams and no performance documentation is on record for the current rank or grade. This interim change to BUPERS Instruction 1611.12E is effective immediately. See NAVOP 107/79.

## COs May Extend Some PCS Travel Time



Commanding officers may approve additional permanent change of station (PCS) travel time for Navy people delayed due to difficulties in obtaining fuel for personal automobiles, or other delays experienced beyond the member's control. Additional travel time may be authorized for members who were in a travel or leave status incident to PCS transfer on or after July 7 if the travel is delayed for reasons clearly beyond the control of the Navy person. The following are listed as reasons beyond the control of the member: acts of God, restrictions by governmental authorities, difficulties in obtaining fuels, or other reasons fully satisfactory to the member's new commanding officer. The individual must provide the commanding officer at the new duty station with a written explanation of the circumstances surrounding the delay. This explanation, together with the commanding officer's approval or disapproval of the request, will be submitted with the travel voucher. Per Diem Travel and Transportation Allowance Committee, Washington, D.C., message 071800Z JUL 79, provides authority for this change to the Joint Travel Regulations. Members not covered by this provision who experienced delays for reasons listed above must petition the Board for Correction of Naval Records to be allowed this additional travel time if they were delayed prior to July 7. See ALNAV 065/79 for complete details.

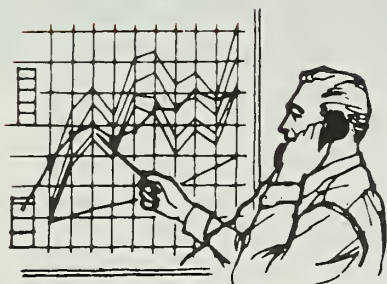
## White Bells Coming Back



The white counterpart of the bell bottom dress blue uniform is back—almost. The white jumper-style uniform should be issued to recruits sometime next year. Both blues, with traditional 13-button trousers, and whites, with zippered pants, will appear in recruit sea bags sometime in 1980. Although the blue jumper-style uniform is already authorized optionally, only participants in a wear test completed this spring can now wear the jumper-style whites. When bell bottom whites are issued to recruits, they will be authorized for wear by E1 through E4. Exchange uniform shop availability is expected by late 1980. Materials for the two uniforms will be wool serge for the blues, and a 100 percent polyester material—known as gabadreme—for the whites. Uniforms of several materials—blue and white—were issued during the nine-month wear test. Individuals who were issued uniforms in these various test materials may continue to wear the whites until new items are issued to recruits. At that time, only uniforms of authorized materials (gabadreme for whites and wool serge for blues) will be allowed. Winter blue, summer blue and summer white uniforms will continue in use, with the traditional white hat replacing the combination cap. Two cautions are in order concerning the new uniforms: New white and blue trousers are for wear only with the new jumper-style uniforms—they are not interchangeable with previous blue and white trousers. Also, some uniform dealers are already offering uniforms of double knit and other materials which are not (and will not be) authorized for wear.



## Pay Study Announced



A joint military services and Defense Department study group has been announced to examine the overall adequacy of military compensation and some selected special and incentive pays. The timing of this study may be right for Navy people. According to Chief of Naval Operations Admiral Thomas B. Hayward, pay is currently the number one issue troubling sailors he talks with in the fleet. The group will study the complex pay issue in two parts. The first will examine overall adequacy of military pay. The effects of the recently introduced legislation dealing with military retirement, and the changes brought about by the all-volunteer force, and pay adjustment policies of the 1970s will receive special attention. The study group will also look at special and incentive pays and how they affect those groups to which they are paid. The results of the overall pay study are due early this fall while the study of special and incentive pays will run until late this winter.

## Officer Promotions To Be Announced by New Procedure



Officers receiving temporary promotions to lieutenant commander, commander and captain will learn of their effective promotion dates sooner—and they will receive their promotions and resulting pay raises four to six weeks earlier than in the past. As of July 1, temporary promotions to the above grades will be announced by ALNAV message instead of by BUPERS Notice 1421. Due to the time needed to identify vacancies, prepare, print and mail 1421 notices, promotion notifications have frequently been received six to eight weeks after effective dates of promotion. Temporary lieutenant and chief warrant officer three and four promotion announcements will continue to be sent out by BUPERS Notice 1421. However, since these promotions are not tied to controlled grade losses, the administrative process that prepares notices will begin earlier in order to ensure more timely receipt at local commands.

## U.S. First in Individual and Team Sports Competition



The U.S. team, led by Navy SEAL Lieutenant Rex Hand of Special Warfare Group One, Coronado, Calif., swept top team and individual honors in the recently completed International Military Sports Council (CISM) meet in Coronado, Calif. The Americans narrowly edged out a Swedish team, 16,944 points to 16,736 points. More than 60 military people from eight countries competed in the five-day meet in two events—a sailing race and a naval pentathlon consisting of an obstacle course, lifesaving swim, utility swim, seamanship boat race, and an amphibious cross-country race. LT Hand's individual victory featured record-setting performances in lifesaving and utility swimming competitions. A Swedish competitor placed second in individual competition, while Navy Hull Technician Second Class Robert Augello scored a third-place finish. CISM competition is an annual event with the goal of promoting worldwide good will through military sports competition.

## 5,000 New CPOs



More than 5,000 first class petty officers will be advanced to chief petty officer between now and February 1980. The advancements will be effective on the 16th of each month. The numbers of advancements for each month are:

September 1979—2021  
October 1979—629  
November 1979—590

December 1979—577  
January 1980—611  
February 1980—611

The advancements are being distributed in equal proportions among all ratings. Equal percentages will be promoted from each rating each month in precedence number order.

## In Brief . . . .

**More Women Go To Sea . . .** During FY 80, 58 women officers and 381 enlisted women will report to 14 ships on both coasts. These moves will bring the total number of women at sea to 114 officers and 777 enlisted by the end of FY 80.

**1980 Exchange Catalog Ready . . .** The new 1980 Navy Exchange Mail Order Catalog is in distribution. Authorized exchange customers serving outside the United States, can order individual copies by writing to: NEX Mail Order, FPO Seattle, Wash. 98760.

**Advance Pay Policy Update . . .** A new advance pay policy has been announced for members transferred PCS to CONUS. The changes permit 12-month repayment schedules and extend the time for applying from 30 to 60 days after the member arrives aboard the new station. See ALNAV 064/79 for details.

**Re-up Bonuses Updated. . .** OPNAV Notice 1133 of July 26 provides a complete list of selective reenlistment bonus (SRB) program award levels currently effective. SRB changes are now published in OPNAV Notice 1133 instead of BUPERS notices. Interim changes will come out in NAVOP messages.

**Make Your Vote Count  
in November**



# SecNav Answers Questions During 6<sup>th</sup> Fleet Visit

"Navy, arriving" was heard over the 1MC speakers aboard the 6th Fleet Flagship, USS *Albany* (CG 10) as Vice Admiral James D. Watkins, commander 6th Fleet, welcomed Secretary of the Navy W. Graham Claytor Jr. to the fleet in mid-June. Since that visit, Secretary Claytor has become the Deputy Secretary of Defense and Admiral Watkins, receiving his fourth star, has transferred to Washington as the Deputy Chief of Naval Operations.

After a brief stop on the flagship, the Secretary visited the crews of two other units of the fleet—USS *Mount Baker* (AE 34) and USS *Philadelphia* (SSN 690)—at anchor in Gaeta, Italy. He then flew via a VR-21 aircraft to USS *Dwight D. Eisenhower* (CVN 69) operating in the Western Mediterranean as part of the 6th Fleet.

After a visit to *Ike's* escort, USS

*Richard L. Page* (FFG 5), and a LAMPS helicopter ride, more visiting with *Ike's* personnel followed.

The next day, Secretary Claytor departed *Ike* for NAF Signonella and boarded a VP-45 P-3 *Orion* for a maritime patrol mission over the Central Mediterranean and a look at the Soviet Mediterranean Squadron in the area.

During the Secretary's trip he discussed many "people-oriented" issues as he dined with crew members on mess decks, talked with the chief petty officers or chatbriefly with men in their working or living spaces.

Secretary Claytor stated that he recognized the hard work and long hours expended by fleet sailors, but while he and the CNO were committed to holding the line on additional deployments, they foresaw no slacking of fleet commitments. He pointed to the temporary

deployment of 6th and 7th Fleet units to the Indian Ocean as an example of the type of continued emphasis on the use of U.S. naval forces wherever they are needed to maintain peace and stability.

He affirmed his commitment to continuing the Navy's recruiting efforts to seek quality, even if it means a shortfall in numbers. Accenting his personal commitment to retention, the Navy Secretary also met with career counselors and took part in ceremonies reenlisting 40 6th Fleet sailors.

Secretary Claytor ended his 6th Fleet visit stating that he was returning to Washington with new determination to work on behalf of "the finest Navy-Marine team in the world."

*Navy Secretary W. Graham Claytor Jr., now Deputy Secretary of Defense, talks to Carrier Air Wing 7 commanding officers in a ready room aboard the carrier Eisenhower.*





*Left: Visiting with Commander E.S. Little, commanding officer of USS Philadelphia (SSN 690). Below: Getting a look at Eisenhower's galley with (l-r): LT A.L. Butt, ENS H.A. Bolkcom and MSC A.A. Gray.*

I do not think that Congress, in the foreseeable future, is going to reinstate the draft. Congress might reinstate draft registration so that, in the event of an emergency, we can move quickly and augment our forces. I think that would be a good idea. But I don't foresee, in the absence of an emergency, we will have an actual draft again; what we have got to do is continue to man our fleet as best we can with the All-Volunteer Force.

**Q.** *What is your view of the proposed "decoupling" of military and civil service pay?*

**A.** Civil service direct pay, today, is coupled to private sector direct pay. It is now proposed to change this system to include fringe benefits in the coupling. Since civil service fringe benefits exceed those in the private sector, this could result in a freezing of civil service pay raises for several years. We want to couple military pay directly to civilian pay in order to avoid a similar freeze of military pay. I believe this action would definitely be preferable to leaving military pay coupled to civil service pay if the Congress passes the proposed civil service pay reform.

**Q.** *Do you expect the United States to reduce worldwide commitments in proportion to its fleet assets and personnel resources?*

*Energy and the All-Volunteer Force were among the questions frequently asked then-Secretary of the Navy W. Graham Claytor Jr. during his recent visit to ships of the 6th Fleet. A typical question and answer session is one the Secretary took part in aboard the aircraft carrier USS Dwight D. Eisenhower (CVN 69), when he visited her in the Western Mediterranean. Below are excerpts from that shipboard TV interview:*

**Q.** *What are your feelings on the All-Volunteer Force? Is it working? Do you anticipate an eventual need to reinstitute the draft?*

**A.** I think the All-Volunteer Force is working in many ways. It's certainly working in producing the best quality people we've ever had in the Navy. As I get around the fleet I see that more and more every day. The officers and men that we have manning our Navy today are the best in the world.

However, we need more numbers. I think over the long pull we're going to have to get that by a better retention rate, rather than by more recruiting.







**A.** We have more than a hundred new ships on order or under construction, or both, that will be delivered between now and 1985 and, actually, our total number of ships is going to be greater in the next few years than it is right now. So we're not reducing the number of our ships.

I believe that our commitments, too, are certainly not going to be reduced and, in fact, with recent developments in the Indian Ocean, they're probably being increased. I think that we can look forward to continuing the type of deployments that we now have. I don't foresee an increase in the burden of deployments because I believe the Indian Ocean problem is going to be taken care of by spreading our assets from the 6th and 7th Fleets. But, I certainly don't see the possibility of reducing those commitments.

**Q.** *How does the current energy shortage affect fleet operations?*

**A.** I don't believe the fuel shortage is going to affect fleet operations significantly in any way except making them more expensive...that's always a problem.

The priorities of fleet operations are among the highest in the country and we will always allocate sufficient fuel to take care of all our needs in the Navy, regardless. We have ample fuel for that.

The amount of fuel that the Navy uses in a whole year is very small, indeed. It's just a tiny fraction of the fuel used in many civilian occupations, including private automobiles.

**Q.** *Should the energy crunch become more serious, do you think Congress will look more favorably on construction of additional nuclear-powered ships?*

**A.** I rather doubt that the energy crunch will make much difference. The nuclear-powered ship, the large ship, is certainly the best—from the quality and capability standpoint—but the cost is so much greater that, as long as money for the military is as tight as it is, I don't foresee the likelihood that in the next two or three years, at least, we will, in fact, be building any more large nuclear-powered surface ships. This is purely because of the money.

Under government financing, the money has to come out of the first year—all of it—even though it's spent over a period of seven or eight years. That makes it extremely difficult to get the extra money for nuclear-powered ships today.

**Q.** *When can we expect women to be assigned to all types of U.S. Navy ships?*

*Above: Secretary Calvert with Eisenhower's ENS K.D. Norvel.*

*Left: Signing shipping articles following a reenlistment ceremony aboard Eisenhower.*

*Right: Interested Naval Academy midshipmen listen to the Secretary aboard USS Albany (CG 10). Below: Another reenlistment ceremony: this one for air wing sailors in a wardroom aboard Eisenhower.*

**A.** Present law permits women to be assigned to non-combat ships, only, and as long as that law is on the books they'll not be assigned to any other ships on a permanent basis. I don't foresee any changes in that law in the next few years. I think if one looks ahead ten years or more, one can't really draw a confident prediction.

**Q.** *Do you foresee continuing action in the Equal Opportunity area and are there plans for a Phase III program?*

**A.** I don't think that we need, at this time, any Phase III program but we need to go forward very actively with a continuation of our existing program.

I have just recently appointed a new Assistant Secretary of the Navy for Equal Employment Opportunity whose jurisdiction will include both civilian and military people. I consider this to be one of the most important areas in which we've got to continue to do work. We're making some progress but we've got to make even more and this is going to be a continuing initiative in the Navy as far ahead as I can see. ↓

*Photos by PH1 John R. Lucas and PH3 Charles L. Youmans*





**FOURTH ANNUAL**

# Black Chaplains Workshop



BY PH1 TERRY MITCHELL

Black chaplains are relative newcomers to the Navy and the Chaplain Corps. It wasn't until 1944 that the Navy commissioned its first two black chaplains—Rev. James Russell Brown of the African Methodist Episcopal Church and Rev. Thomas D. Parham Jr. of the United Presbyterian Church.

This year, in Washington, D.C., these two pioneering men were guests of honor at the Fourth Annual Black Chaplains Workshop. The workshop is held each year to bring together active duty and inactive reserve black Navy chaplains to discuss, plan and recommend ways of providing relevant ministries from a black perspective, to the men and women in the sea services and their families.

Chaplain Brown was commissioned a lieutenant (junior grade) in the Chaplain Corps on April 26, 1944. One of his first duties was to monitor the qualifications of other blacks who desired to become chaplains. After a subsequent tour at the Naval Training Center, Great Lakes, Chaplain Brown was transferred to the Naval Supply Depot, Guam.

It was during his transit to Guam aboard a transport that Chaplain Brown encountered some of the first reactions of sailors unaccustomed at that time to seeing a black chaplain let alone a black officer.

*Rev. J. Russell Brown, the first black to be commissioned a chaplain in the Navy.*

ALL HANDS

"Some rejected me and others were curious and very inquisitive," Chaplain Brown said. "The Negro stewards in the wardroom were astonished, but also very proud. They kept giving me extra slices of pie to the point where the other chaplains traveling with me asked if I could get some extra pie for them."

Chaplain Brown left active service in 1946 and went into the reserve, but not before meeting another young, black chaplain named Parham. Chaplain Parham's commission brought the number of black chaplains in the Navy to a total of two in a corps of 3,000 chaplains.

Like Chaplain Brown, Parham went through much of the same treatment and reaction. "You have to consider," he said, "this was when there were only

about 20 black officers in the entire Navy."

Chaplain Parham eventually became a captain and he is regarded by some as the first black captain in the Navy. "Actually, I'm the second. Robert Smalls was the first—in the Civil War. Some of his descendents and I lived in the same town," Chaplain Parham said.

Chaplain Parham is the Chief of Pastoral Care Service at the Navy Regional Medical Center, Portsmouth, Va., where he supervises chaplains in providing for the religious needs of the patients.

The workshop is also a retention and a recruiting effort for blacks in the Chaplain Corps. The black chaplains from all over the globe discuss prob-

lems, both personal and command-wide in nature. Recommendations and findings are forwarded to the Chief of Naval Operations for consideration and action.

Chaplain Parham gave one of the many reasons for a black chaplains workshop. "The black religious experience is the one element which has sustained blacks through periods of disenfranchisement."

A recruiting pamphlet for black Chaplains sums it up through *Romans 10:14*—"How shall they hear without a preacher?" ↓

*Three chaplains who attended the workshop. (l-r): Captain Thomas D. Parham Jr. and Lieutenants Vivian P. McFadden and Florida Battle.*





## A Full Time Innovator

# USS O'Callahan's 'DOC' GREENE

STORY BY JO2 J.F. BRINDLEY  
PHOTOS BY PH1 J.H. GREENWOOD

Like many people, you might think of the Navy hospital corpsman as the one who gives you shots, takes your temperature at sick call and fills your prescriptions as you walk wearily out the sickbay door.

But to the sailor aboard ship, the corpsman becomes much more—particularly if he's on independent duty like Chief Hospital Corpsman Robert M. Greene aboard USS *O'Callahan* (FF 1051).

"Doc" Greene can be seen at all hours doing everything from crawling behind geedunk machines in search of pests to tracking and treating a suspected outbreak of shipboard hepatitis.

As the head of a two-man medical department for a 220-man ship, the chief is the first to admit his job can be a sobering drama of many performances and few curtain calls.

"Sometimes you just have to make time to help," said the 31-year-old





*HMC Greene, independent duty corpsman aboard USS O'Callahan, performs a variety of duties including briefing the executive officer (opposite page) and monitoring safety standards during at-sea evolution (below).*

chief during a recent interview in his sick bay office.

"Often you give advice to a patient in a passageway or when you sit down to eat. But even when you pass some of the guys, they bombard you with questions about their health or how to go about doing things like making eye appointments."

Chief Greene sees an average of 12 to 14 patients during normal morning and afternoon sick call hours. But he admits to a passageway practice of 30 or 40 unofficial patients each day, for whom he makes appointments, gives advice or offers a simple diagnosis.

As a part-time "doctor," detective, confidant, bug chaser, teacher, chief, and paper pusher, he survives the rigors of his daily responsibilities by being a full-time innovator.

His attitude toward personalized health care has earned him the respect of his seniors and juniors alike, most recently resulting in a Navy Achievement Medal for his role in *O'Callahan's* last WestPac deployment.

"He got a medal for WestPac," said *O'Callahan's* executive officer, LCDR Peter Snyder, "but he should get a medal for his work every day."

To be a good hospital corpsman, Greene said you need to be able to set a good example and talk openly with people.

"Sometimes you have to forget you're a chief or first class petty officer for awhile, and talk to the guys on their own level," he said.



# USS O'Callahan's DOC GREENE

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"It's funny, but you probably let your patients get away with more than you normally would as a petty officer. You have to divide the roles, because in medicine you don't want your patients to feel uncomfortable."

As an independent hospital corpsman, Greene's duties are as varied as his hours at sea. Besides his primary responsibility of holding sick call, he's also involved in training the crew. His lectures involve a broad spectrum of subjects including drug abuse, venereal disease, and health problems in foreign ports.

In this "looking over their shoulder" role, Greene finds time to roam the

ship to do things like reminding mess cooks of the importance of sanitation, and keeping others aware of the health hazards of working around dangerous or noisy equipment without using the proper safety gear.

"Any ship is a pretty dangerous place," he said. "If—in 15 or 20 minutes of my time—I can prevent a man from missing a week of work, it's well worth the effort."

Chief Greene joined the Navy in November 1967, in the wake of his two older brothers. Having previously worked as an orderly in a convalescent home, he decided to go into the naval dental field.



He attended dental "A" school in 1968, and spent the next five and a half years at dental clinics in Annapolis, Md., and Guam.

At Annapolis—where he was also duty corpsman—Greene was exposed to the responsibilities of the corpsman rating and discovered he liked them.

"I drove an ambulance and helped the corpsmen suture up a couple of people," he said. "It was kind of fun. I got to where I knew pretty much what to do for the guys that came in for help."

After attending Hospital Corpsman "A" school at Great Lakes, he was assigned to the Naval Air Facility in

El Centro, Calif. He then applied for and was accepted into Independent Duty School at the Naval School of Health Sciences in San Diego in 1976.

"It was kind of a difficult program for me to qualify for," he said. "I almost had to pull strings to get into the school because of what appeared to be my lack of experience as a corpsman."

Independent duty school prepared him well for his present assignment because, "they touch on all the areas a little bit and give you the guidance on how to find your way using reference books and things like that," he said.

Chief Greene weathered his first deployment without any major emergencies. His most difficult case was a suspected outbreak of hepatitis where he ended up tracking down and inoculating 55 people who might have been exposed. "I had to do some detective work, but as it turned out, only one man had it."

How do his shipmates view their "Doc"?

"He's the kind of person who is always on the go," said Hospitalman Scott Holder of his boss.

"He knows what he's doing and he's helped me out a lot of times with medical opinions when I thought I



*Left to right: Whether it's removing stitches from a crewman or conducting an impromptu safety lecture on the quarterdeck, independent duty corpsmen like HMC Greene always seem to find the time to help.*



# USS O'Callahan's DOC GREENE

knew something I didn't."

Commander Joseph Strasser, *O'Callahan's* skipper, has similar sentiments.

"He's just that rare type of individual who is always willing to do whatever he can to help out in any way," he said, noting also that Greene was Cruiser/Destroyer Group One Sailor of the Quarter for April, May and June.

"He's been very instrumental since we've been back in the States getting the crew organized for their annual dental examinations and took a leading role in organizing a blood drive for the naval hospital."

As a result, said CDR Strasser, *O'Callahan* gave more blood percentage-wise than any other unit in the San Diego area.

As for the future, Green said he will apply for the Physician's Assistant Program, which could lead to a commission as a warrant officer.

"I'm really hoping to get it," said the chief, who is finishing up an associate of arts degree through George Washington University. "It would guarantee me the education plus the patient contact I desire."

Meanwhile, Chief Greene enjoys camping, fishing and relaxing off duty with his wife Josephine.

"We enjoy life—just about everything."

*Below: With O'Callahan in port and the day's work done, HMC Greene spends his brief spare time at home with his wife, Josephine and their dog.*



# Career Pattern Concerns New Director



HMCM Stephen W. Brown

BY JO1 JERRY ATCHISON

In a precedent-setting move that some feel reflects the Navy of the future, the Navy Surgeon General has appointed the first enlisted man to direct the 44,000-member Navy Hospital Corps.

Master Chief Hospital Corpsman Stephen W. Brown, a 27-year veteran, is the new director of the Navy's oldest and largest corps of enlisted people. As such, he steps into a job formerly performed by a senior Medical Service Corps officer.

During a recent interview in his BuMed office in Washington, D.C., Master Chief Brown talked of the challenges—and opportunities—that come with his unique status, examined the present state of the Hospital Corps and offered some predictions for the future.

"I would like to be able to say my selection is indicative of the Navy of the future but I don't know," he said. "I *do* know it will be part of the Navy Hospital Corps' future."

He views his selection as proof of what he's known for years: most senior petty officers are trained, experienced and prepared to take over broader responsibilities.

"The biggest asset I bring to this

job is the insight I have as a result of my 27 years as an enlisted hospital corpsman (HM). When you make an analysis of the directorship, you are looking at the whole Hospital Corps—from the student in "A" school all the way up the promotion ladder to the E-9.

"I've been there. I have a strong feeling and regard for that hospital corpsman who's fresh out of school and is assigned Hospital Corps duty and doesn't know what's going to happen in the future.

"You have to have a feel for these people and the jobs they do; otherwise you can't help them," he said.

In addition to his experience and Navy training, Master Chief Brown brings solid academic credentials to the job. He has earned, during his off-duty time, bachelor's and master's degrees in public administration.

For him, managing and directing the Hospital Corps boils down to one thing: "I want to see the best Hospital Corps the Navy has ever had," he said. "To do that we must have quality people and professionalism."

That's why he is examining and implementing a variety of programs that could some day have a direct impact on every member of the community.

"Right now we have a study under



way on the utilization of our personnel at each paygrade level. We're studying billet structures, Navy Enlisted Classification Codes (NEC) and we're taking a critical look at our schools' curricula. Many schools have been in operation for years and many of them are in need of some changes."

Specific changes are being made.

Selected medical department senior and master chiefs are at present going through a four-week supervisory course in health resources management to better prepare them for new roles and responsibilities.

"In addition, the first class of senior enlisted personnel will soon enter the School of Health Care administration management course," he said. "In the past, this training was provided only to Medical Service Corps (MSC) officers. Both the four-week supervisory resources course and the nine-month health care administration management course will give people at the E-8 or E-9 level something important to look forward to.

"We are planning to fill some traditional MSC officer billets with these senior petty officers. At some of our smaller clinics, for example, a senior or master chief will become officer in charge. With forces afloat, we're looking at master chiefs who will be division officers aboard carriers," he said.

At the opposite end of the enlisted ladder are the brand new corpsmen who are also of concern to the master chief.

"The corpsman fresh out of school who goes to ward duty or ends up with the Fleet Marine Force (FMF) is in for a real experience," he said. "It's a new—sometimes traumatic—experience they go through.

"I believe we have to think deeper about what we can do, as far as orientation, for these people. We'll have to make it better for that young hospital corpsman who's just entering into the HM field, in the operating forces or ashore."

Master Chief Brown also wants to ensure that each corpsman will have a

definite career pattern. "In the past, you might say we've had a semi-career pattern," he said. "I'm looking at set career patterns for corpsmen so that they can plan; so that they know when they reach a certain plateau—say, first class—they will attend Advanced Hospital Corps School. They then branch out from there as they get into the senior ranks."

Career patterns must not only provide for formal training, but for on-the-job experience as well.

"I think all our general service corpsmen should—somewhere in their career pattern—have a tour with the Fleet Marines. As the corpsman moves up in paygrade, it's hard to relate to people unless he's been there. You sure can't communicate with people if you don't know what they're talking about."

Along these same lines, "I don't think it's fair to take a junior enlisted out of Hospital Corps School and, without any type of clinical experience, assign him with the Marines. It's not fair to him and it's not fair to the Marine he's liable to be taking care of," he said.

Master Chief Brown also brings to the job some strong ideas that have served him well throughout his career. He thinks they are ideas that will also serve the Hospital Corps well.

**On Education:** "I remember back when the school administration thought they would have to burn the schoolhouse down to get me out. But then I enlisted in the Navy and learned that the more I advanced, the more education I wanted or needed. Let's face facts—we're in an educational society. That's why training is so important.

**On people:** "You must be trained as a hospital corpsman, but one big factor is motivation. You must want to help people, to get involved in lifesaving situations. Sometimes we'll get people who have outstanding high school grades or college entrance test scores. But, since they did not desire to be a corpsman, the drive wasn't there. They must have strong motivation."

**On the Navy Hospital Corps:** "The Navy has one of the best Hospital Corps of any of the services because of the training and the people. I don't feel the other services have anything to match our "A" school and few have anything that comes close to our advanced school. Our corpsmen are unique in that they can operate independently of a medical officer. They're trained to work in all areas. That is why I feel we really do have an advantage over the other services."

Master Chief Brown knows he's breaking new ground for Navy enlisted people and he admits some people wonder if an enlisted man can get the job done in a world of senior officers.

"With Admiral Arentzen's belief and confidence in senior enlisted, the support has been incredible. They made it clear that if I disagreed with something, to say so. Ever since the Hospital Corps' inception there has been this attitude that if we can take a step forward, then let's do it. That's still true."

So a man who intimately knows the Hospital Corps is running the Hospital Corps. He has a lot of other ideas besides those mentioned here. But he also knows he can't go it alone.

"I'm here to listen. I'm here to help," he said. "Anytime someone wants to walk in and talk to me, I'm here to listen. With everyone's help, we'll have the best Hospital Corps in the Navy's history." ↓

# A Look at Tarawa's Medical Facilities

BY JO1 JAMES R. GIUSTI

Though called "Eagle of the Sea" and designed primarily as an implement of war, amphibious assault ship USS *Tarawa* (LHA 1) stands ready to provide relief for victims of natural disasters. *Tarawa's* humanitarian capabilities are

among the best in the Navy. Following a typhoon, earthquake or flood, disaster victims may look to "Eagle of the Sea" to provide emergency food, clothing, shelter, medical care, communications and transportation.

The San Diego-based ship carries a Marine battalion landing force, along

with supplies and equipment needed for amphibious assaults, but — at the same time — *Tarawa* follows the long-standing Navy tradition of rendering aid when needed. As Fleet Admiral

*Below: USS Tarawa (LHA 1)—combat ship on an errand of mercy.*





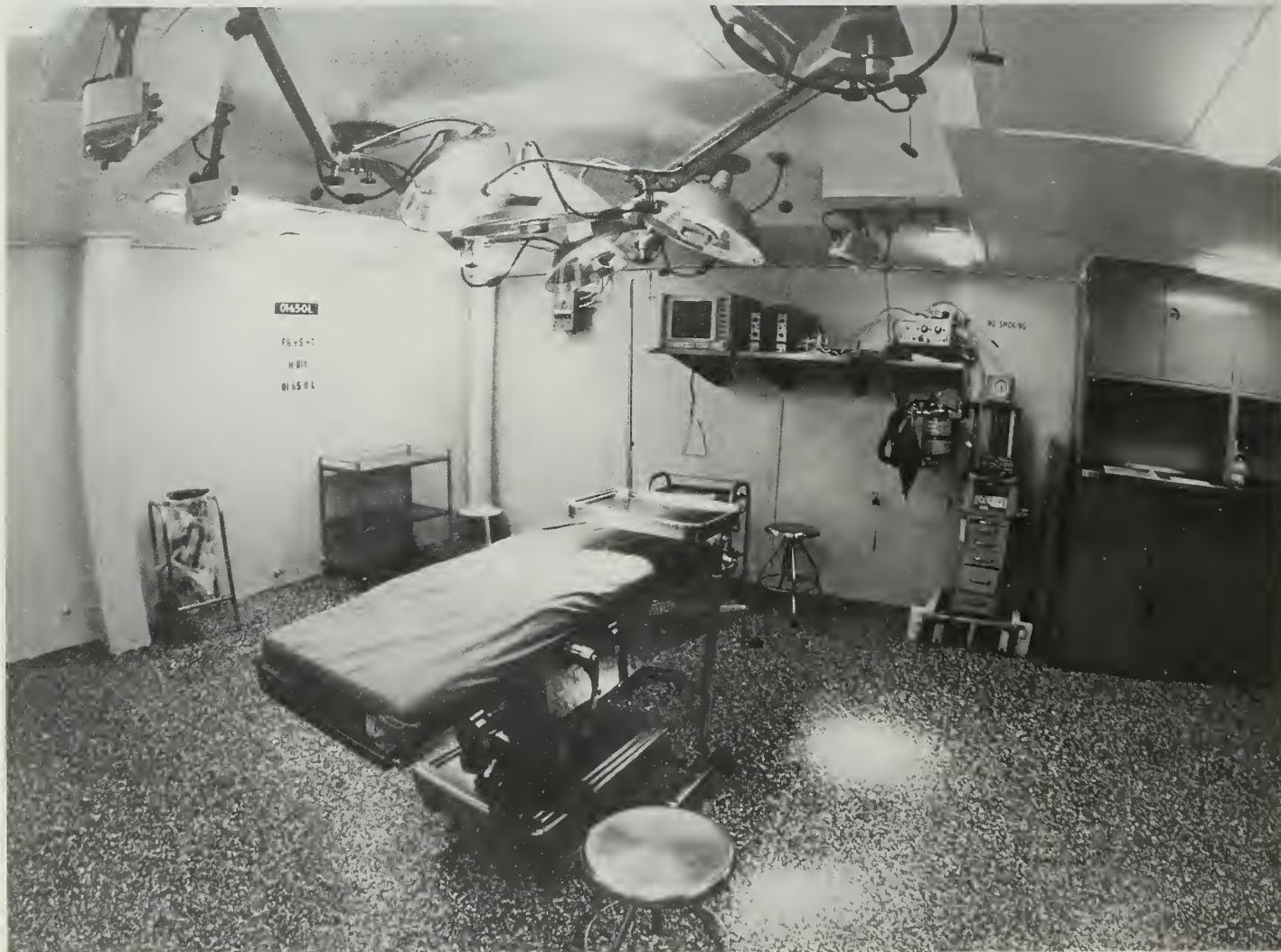
Chester W. Nimitz once said, "The U.S. Navy's errands of mercy have saved more lives than its guns have ever destroyed."

In the heart of *Tarawa* are modern medical and dental facilities, among the largest afloat today.

Within are four operating rooms, two X-ray rooms, a blood bank, laboratories, pharmacy, physical therapy room, diet pantry, a 300-bed ward with an intensive care unit, a three-chair dental clinic and a dental laboratory.

"The facilities are almost unbelievable," said Lieutenant James M. Stansbury, *Tarawa's* medical officer. "We have most of the facilities of a major stateside hospital in a community of about 20,000.

*Above: LT James M. Stansbury, MC, and his staff of 15 corpsmen have facilities to handle any medical problem. Below: One of Tarawa's four operating rooms.*







"We have the capabilities to handle almost any medical problem, with the exception of open-heart and microsurgery."

*Tarawa's* medical facilities were designed to handle up to 300 combat casualties or victims of a natural disaster and to provide outpatient care for approximately 2,000 persons.

In the event of many casualties from combat or from a natural disaster, additional Navy medical personnel would be brought aboard to assist Dr. Stansbury and his staff of 15 corpsmen.

*Tarawa's* dental facilities are manned by Lieutenant Commander Bruce E. Schindles, assisted by four dental technicians.

"Our facilities give us the capabilities to do anything a dentist in private practice can do," said Dr. Schindles. "Our equipment is totally up to date."

*Tarawa's* first opportunity to demonstrate her humanitarian capabilities occurred during her initial Western Pacific deployment with the 7th Fleet. After their rescue in May, 443 Vietnamese refugees were transferred to *Tarawa* from the frigate USS *Robert E. Peary* (FF 1073).

"It was probably one of the more rewarding things I have been involved with during the deployment," said Dr. Stansbury. "When you render aid, people don't care what your politics are. You're helping them and they're grateful," he said. "That's priceless."

While on board *Tarawa*, one Vietnamese refugee gave birth to a baby girl. Hospital Corpsman Second Class Richard E. Reed, assigned to the embarked Marines, handled the emergency delivery.

"He called me about 3 a.m.," said Dr. Stansbury, "but before I could get there he had done all the work."

The mother thought it appropriate to name the baby Grace *Tarawa* Tran. The men of *Tarawa* thought it appropriate, also. ↓

*Above: LCDR Bruce E. Schindles, DC (left): "Tarawa's dental equipment is totally up to date."*

*Left: Tarawa's well-equipped laboratory helps corpsmen render timely aid to disaster victims.*



# Bearings

## MIDEASTFOR— Navy's Link to the Middle East

Middle East Force (MIDEASTFOR), one of the Navy's smallest major commands, and the only permanently assigned U.S. military force in the Indian Ocean area, recently celebrated its 30th year of operations.



Commanded by Rear Admiral R.W. Chewning, MIDEASTFOR operates in the Western Indian Ocean, the Red Sea and the Persian Gulf, covering one of the largest ocean areas assigned to a major seagoing command.

Three ships usually are assigned to COMIDEASTFOR: the permanently assigned flagship USS *La Salle* (AGF 3), and two Atlantic Fleet destroyers or frigates. Currently deployed are USS *Blandy* (DD 943) and USS *Talbot* (FFG 4). While assigned to COMIDEASTFOR, Atlantic Fleet units are away from home ports without repairs or major upkeep for about five months.

The Middle East Force also has a C-131 flag aircraft and two helicopters.

*La Salle* has served as the unit's flagship since 1972. Because of the extreme summer heat (temperatures often reach 130°F), the ship is painted white. Referred to by her crew as "The Great White Ghost of the Arabian Coast," she is a familiar sight throughout the Middle East.

Until 1971 when British forces were withdrawn from the area, COMIDEASTFOR shared base facilities in Bahrain. Now the Navy maintains a small Administrative Support Unit on a portion of the former British base at Jufair, Bahrain. This facility supports the DOD-run Bahrain School, and provides necessary basic support to COMIDEASTFOR and assigned ships.

Within the broad mission of conducting operations in support of national and mutual security objectives, Middle East Force Units carry out many assigned tasks. They arrange and conduct port visits to generate good will and promote mutual understanding between America and the countries visited by ships of the force. They conduct national and multinational training exercises in tactical maneuvering, communications, underway replenishment and small boat handling. The largest of these exercises between the United States and foreign navies was *MID-LINK*, an annual Central Treaty Organization (CENTO) exercise which originated in 1957 on a small scale and has since expanded to include many ships, aircraft and support personnel from member nations.

MIDEASTFOR units also collect and report hydrographic, meteorological, and other vital information to support the force commander and to satisfy requirements of theater and national authorities.

Maintaining liaison with U.S. diplomatic representatives, governments and armed services of area countries is another important duty for the Middle East Force.

The units also have participated in goodwill missions and rescue operations. Since arriving in the area they have rescued air crash survivors from the Persian Gulf, extinguished a fire on a tanker, evacuated Americans from Zanzibar, and rescued the crew of two supertankers that had collided in the Persian Gulf. More recently, MIDEASTFOR units helped evacuate about 440 U.S. and foreign citizens from the Southern Iranian ports of Bandar Abbas and Chah Bahar. Units participating in this evacuation included COMIDEASTFOR and staff in *La Salle*, USS *Talbot* (FFG 4), USS *Blandy* (DD 943), USS *Kinkaid* (DD 965) with COMDESRON SEVEN embarked, USS *Decatur* (DDG 32), USS *Hoel* (DDG 13) and the Military Sealift Command's USNS *Mispillion* (AO 105) providing logistic support.

Until recently, the Middle East Force seemed to carry out its duties relatively unnoticed. However, increased recognition has been given to the force's impact and influence in promoting exchange of information and fostering overseas diplomatic relations throughout the Middle East.

## Special Day at Rota

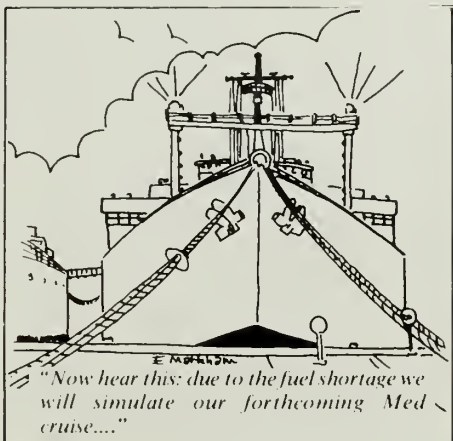
Seabees from Naval Mobile Construction Battalion One, Rota, Spain, and members of the Rota Wives' Club spent three weeks planning a one-day event—and it was worth every minute.

The special day was for 170 children from Chipiona and Puerto de Santa Maria orphanages. The youngsters



were treated to a luncheon of hamburgers and hot dogs in the Seabees' enlisted dining facility. Later, after playing games with the Navy men, they were taken to the circus.

The galley crew had worked hard to serve the children, and volunteers helped carry trays and drinks. Tickets to the circus were paid for from the 24,500 pesetas (\$360) the battalion had raised.



## Service Honors Vets

Navy people at Naval Air Station Cecil Field in Florida held a special memorial service to honor Vietnam War veterans. The salute included flyovers by Cecil Field aircraft, a wreath laying ceremony, a 21-gun salute, and speeches by Commanding Officer Captain Ken Moranville and two former POWs., Commander Robert Naughton and Marine Corps Lieutenant Colonel Joseph Nardo. As a final tribute, *Taps* was played for all men killed or missing in action.

## Speaking Out

For the past eight years, Naval Air Reserve Unit (NARU) Norfolk has been speaking out for sea power and the importance of the Navy—addressing

over 3,000 audiences in Pennsylvania, North Carolina, Georgia and Virginia.

NARU Norfolk is one of about 250 command groups nationwide participating in Chief of Naval Operations' Sea Power Presentation Program.

In 1974, after having addressed over 1,000 audiences, the speaking group was awarded CNO's first "Golden" Centurion Award. Two years and another thousand speeches later, the unit was the first to receive CNO's Double Golden Centurion Award. And in May—again setting a record—NARU Norfolk became the first holder of CNO's Triple Golden Centurion Award.

On behalf of the unit, Captain Jim Earnhardt (right), group leader, accepted the latest award from NARU Commanding Officer, Captain Ralph W. Smith.



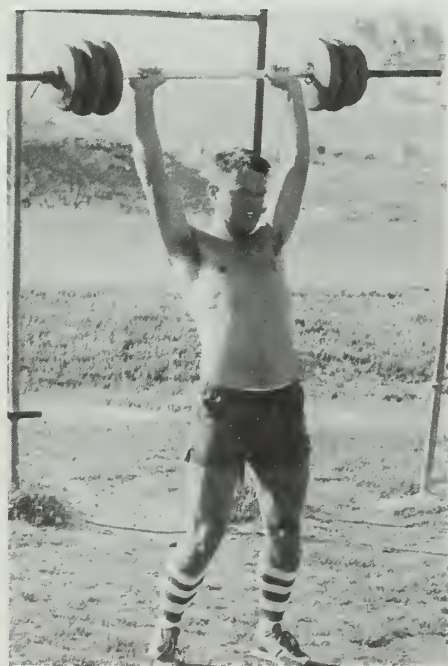


# Bearings

## Iron Man McCormick

Not that he gets bothered by anyone, but Marine Staff Sergeant Michael McCormick is the man least likely to be bothered by others on USS *Canopus* (AS 34), especially after winning this year's "Iron Man" competition.

The contest, sponsored by the ship's Marine Security Force, tests athletic ability in several different categories: situps, pullups, 75-pound military press, softball throw, 100-yard dash and a one-mile run. Points are awarded for placement in each event.



This year, SSGT McCormick placed first in pullups with 23, second in the military press with 27 repetitions, and second in situps with 79 during a two-minute time limit.

Fire Control Technician (Ballistic) Second Class Juan Gonzalez, who fin-

ished second in overall competition last year, came in second overall again this year after taking first place in the mile run with a time of 5:36 minutes; and first place in the sit up competition with 84.

Fire Control Technician (Ballistic) Third Class Lewis Williams finished first in the military press with 28 repetitions; Fireman Larry Smith's 80-yard toss gave him first in the softball throw; and Seaman Apprentice Craig Simmons crossed the finish line with an 11:2 seconds winning time in the 100-yard dash.

—JO2 James C. Daniels.

## Mugu Movietime

Hollywood film star Hal Holbrook came to Naval Air Station Pt. Mugu, Calif., this summer but it wasn't just to sign autographs. He was there to play the part of a Navy pilot in the Aubrey/Hammer Productions film, "When Hell Was in Session." The movie is based on a book by Rear Admiral Jeremiah Denton.



Seated in the cockpit of an A-6E *Intruder*, Holbrook (above) talked with film crew and Navy officials before the shooting of a scene.

## Ideas Earn Dollars

It's not a Mickey Mouse idea, and \$400 is not chicken feed. That's the amount two petty officers received under the Navy's Beneficial Suggestion Program for their idea to use "Mickey Mouse ears" and salvageable parts from discarded headsets to design a new type of aviation maintenance headphone.

The idea, which may be adopted soon for fleet use, was submitted by Aviation Electronics Technicians Second Class R. Lee Fifield and Neal J. Webb, both assigned to Naval Air Test Center, Patuxent River, Md.

Fifield and Webb incorporated speakers from regular communication headphones into a pair of standard sound-suppressing "Mickey Mouse ears," thus eliminating the need for two separate headsets. A detachable cord makes the change simple.

The new design will continue to provide protection for maintenance personnel whose jobs require noise-suppressing headsets for safety, while at the same time double as a headphone when trouble-shooting aircraft.

## The Ship to Beat

In recent multinational sporting engagements, athletic teams from USS *Coontz* (DDG 40), flagship of NATO's Standing Naval Force Atlantic, loaded up with first place prizes.

In a hard fought battle against the reigning tug-of-war champs from Norwegian destroyer KNM *Bergen*, the *Coontz* team pulled away the crown by a superb display of timing, technique and strength.

*Coontz's* softball and football teams met crew members from the Canadian frigate HMCS *Ottawa* and walked over

their opponents with a final score of 14-2 in softball and 24-8 in football.

In the Copenhagen Road Rally, sponsored by the Danish ship HDMS *Herluf Trolle*, *Coontz* again took first place honors. The three winning *Coontz* officers proved that sailors can navigate expertly on land, as well as at sea.

In NATO country, the athletic prowess of her crew makes *Coontz* the ship to beat.

## You Call—We Haul

Fleet Logistics Support Squadron Fifty-Seven (VR-57) doesn't operate on a regular schedule like commercial airlines. VR-57 is a "you call—we haul" outfit. The squadron travels cross-country and overseas, loading and unloading cargo at stops around the globe.

Some days are just plain hectic with more business than they can handle—tons of cargo, passengers, emergency MEDEVACS, you name it.

A year ago last April, the squadron is a composite unit made up of active and reserve personnel. Reserve airmen and maintenance crews make up the majority of personnel. VR-57's commanding officer, Commander William J. Moyer, is a flight officer with a commercial airline. Some of the crew are reserves from Tucson and Phoenix, Ariz., airlifted to San Diego, Calif., for weekend duty.

Stationed at North Island Naval Air Station, San Diego, VR-57's ground support and aircrew teams train with, maintain and fly the C-9B *Skytrain*, a twin turbo fan jet. Classed as a short-to medium-range airliner with a ferry range of 3,400 miles and a long-range cruising speed of 438 knots, the C-9 is designed as both a personnel and cargo carrier. It can carry 90 passengers or a



cargo load of 30,000 pounds, or a combination of the two.

On "Pathfinder" missions, the squadron escorts tactical aircraft across the Pacific to the Republic of the Philippines, Hawaii and Japan. Tactical aircraft do not have the required navigational and communication equipment for a Pacific crossing.

When a medical emergency occurs at some isolated station, the squadron may be called upon to transport patients to medical facilities located hundreds or thousands of miles away.

Overall, in its first year of operation, the squadron averaged 61.5 flights per month. Their flight schedule is set up by Naval Air Logistics Coordinator Eastern Pacific.

The reserves attached to the squadron say there is nothing routine about flying with '57. They're always on the go—365 days a year, helping people in need, moving people from one duty sta-

tion to another, and bringing in cargo and supplies wherever needed.

—JO3 Nancy Dodge.

## Tigers Take Awards

The "Tigers" of Attack Squadron 65 recently won the "Golden Tailhook Award" for achieving the highest carrier landing grade of Carrier Wing Seven. The squadron, one of eight fixed wing squadrons in the air wing, received the award in ceremonies held on USS *Dwight D. Eisenhower* (CVN 69).

Additionally, the Tigers' commanding officer, Commander William "Buzz" Needham, was named the top tailhooker in the air wing. Three other VA-65 pilots placed in the top ten and eight aircrew members received the "Centurian" award for 100 arrested landings aboard *Eisenhower*.



# NAUTILUS

## “Under Way on Nuclear Power”

BY JO3 STEVE BELLOW

*On a cold January morning in 1955, the world's first nuclear-powered submarine, USS Nautilus (SSN 571), lay tied to her berth at Groton, Conn., ready to begin her sea trials. It was a historic moment; the entire world watched and waited. Then came a message from Nautilus: “UNDER WAY ON NUCLEAR POWER.”*

*With that message, the age of nuclear propulsion began.*

*Now, nearly a quarter century later, Nautilus has shut down her reactor for the final time.*

*Today, other nuclear-powered ships—surface craft as well as submarines—travel the oceans of the*

*world. None, however, has ever captured the attention and imagination that Nautilus did.*

In an age when submarines ran on diesel fuel and storage batteries, *Nautilus* was indeed a technological marvel. In test after test, she outran her hunters, outwitted those who would detect her, and proved almost impossible to find. *Nautilus* could attack a surface ship from hundreds of feet below the ocean's surface, track, shoot and speed away without coming within range of air or surface attack.

Public attention was so centered on *Nautilus'* capabilities and potential that

some people, at first, thought her power came from a “controlled atom bomb.” From the very beginning, any news of *Nautilus* interested the world.

*Nautilus* was the roomiest and most comfortable submarine afloat, and her crew the best trained submariners in the world.

Volunteers selected for the crew were first ordered to duty at the Bettis Plant of the Atomic Energy Commission (AEC) in western Pennsylvania. Their



training included instruction in the theory, design, construction and operation of nuclear submarine propulsion machinery. Algebra, physics and analytical geometry provided the basis for understanding the complex systems and equipment that they would find in *Nautilus*.

Crewmen were then sent to Idaho, to the desert 600 miles from the nearest ocean. There at AEC's "Mark I" site, they studied the land-based prototype of the *Nautilus* propulsion reactor.

Then, having been dry-land sailors

for nearly three years, they headed for Groton, Conn., and a refresher course at Submarine School.

All in all, by the time *Nautilus* headed to sea under nuclear power, her crew-



men and their skipper, Commander Eugene P. Wilkenson, knew as much about *Nautilus*' new-fangled propulsion system as they did about diesels.

Shortly after her initial sea trials, *Nautilus* headed south for her shake-down cruise. She steamed totally submerged from Groton, Conn., to San Juan, Puerto Rico—traveling 1,381 miles in 89.8 hours, the longest submerged passage at the highest sustained speed ever recorded.

"The meaning of the *Nautilus*' performance is now plain," said then-Rear Admiral H. G. Rickover, the man chiefly responsible for her creation. "The whole science of antisubmarine warfare has been based on one premise—that the submerged submarine is powered by a storage battery that must soon exhaust itself, quickly at high speeds, and in about 40 to 50 hours at the lowest speed. Destroy this premise—as nuclear power has done—and the whole business of hunting and destroying submarines must be completely revised.

"The *Nautilus* is not merely an improved submarine," Rickover said, "she is the most potent and deadly submarine afloat. She is, in fact, a *new weapon*. Her impact on naval tactics and strategy may well approach that of the airplane...."

To American military strategists, *Nautilus*' performance was indeed vivid. She proved capable of remaining at sea indefinitely without refueling. She could remain submerged and circle the globe again and again without once surfacing.

The airplane and radar, which helped defeat submarines in the Atlantic during World War II, would prove almost ineffective against a vessel which did not need to surface and could clear an area in record time while swiftly changing depth.

In her first two years of operation, *Nautilus* used only a few pounds of enriched uranium. During this time, a conventional submarine having equal



It was June 14, 1952 when President Harry S. Truman initialed *Nautilus*'s keel plate. One and one-half years later, USS *Nautilus* was launched.

horsepower would have burned 2,170,000 gallons of diesel oil, enough to fill 217 railroad tank cars.

In the spring of 1957, Rear Admiral Charles W. Wilkins, Commander Submarine Force, U.S. Atlantic Fleet, became one of the strongest backers of the plan to send a nuclear-powered submarine under the polar ice pack.

For centuries, man had searched for a fabled northwest passage from ocean to ocean. *Nautilus* was about to bring reality to what had always been fantasy.

The sea saga began on June 9, 1958, when *Nautilus* left Seattle, Wash., to begin her history-making polar transit, known secretly as "Operation Sunshine." Only a handful of Americans knew *Nautilus*' mission. The white identification numbers on her bow and sail were painted over, in case she was sighted. Only then was the crew briefed on their destination.

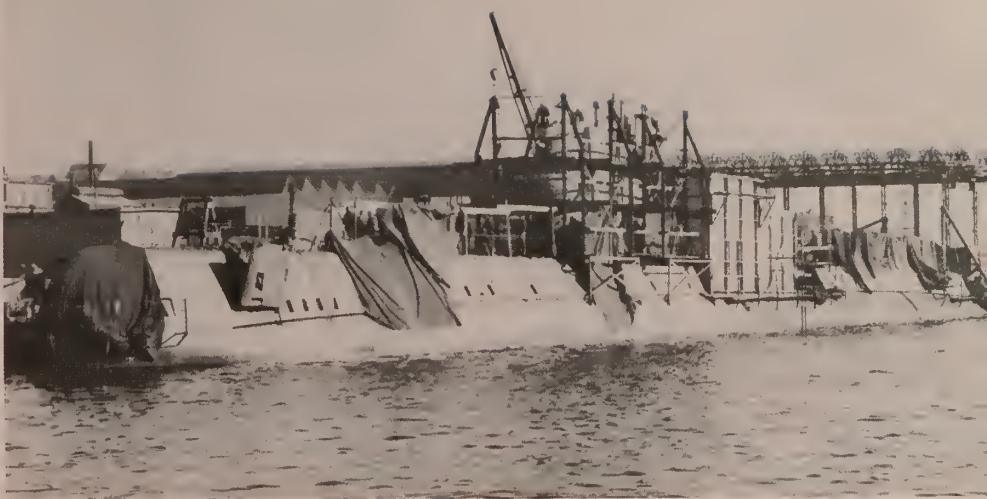
On June 19, *Nautilus* entered the Chukchi Sea but was turned back by deep draft ice in those shallow waters. The crew began to wonder if their mission was meant to be. A year before, *Nautilus* had probed under the arctic ice pack and got within 180 miles of the pole—closer than any ship had gone before, but still not all the way.

Meanwhile, the dark colored sub turned south and headed for Pearl Harbor to await better ice conditions. Her mission remained secret.

Then, on July 23, *Nautilus*' commanding officer, Commander William R. Anderson, set course almost due north toward the Aleutians and the Bering Straits. Ahead lay an 8,146-mile voyage from Pearl Harbor to Portland, England, via the North Pole. It was a route flown over by scheduled airlines but never yet attempted by ship.

*Nautilus* covered 2,900 miles submerged from Pearl Harbor to the Bering Straits at a record-breaking speed of just under 20 knots.

Beneath the sea in a world of mountains and deep canyons, 116 crewmen



Top: *USS Nautilus* undergoes fitting and installation at Groton, Conn.

Center: Mrs. Dwight D. Eisenhower christens the world's first nuclear-propelled vessel.

Bottom: *Nautilus* enters New York harbor on August 25, 1958.





journeyed along the Barrow Sea Valley into the 12,000-foot-deep Arctic Sea basin.

The sub's inertial navigational system—an amazing complex of gyroscopes, accelerometers, depth finders, integrators and trackers—functioned perfectly. Ten sound-detection devices measured the distance to the ice above and the thickness of that ice, while three other devices sounded the sea bed.

On the sub's closed-circuit TV screens, crewmen witnessed a spectacular view of the ice pack above them. Lit by the arctic's 24-hour sunlight, the huge white mass looked like a translucent cloud racing by.

Day and night became indistinguishable to the crew. On awakening they sometimes got confused as to what time it was. Some listened for the sound of crockery in the crew's mess. If they heard it, they knew the "night" was over.

As *Nautilus* neared the pole, "channel fever," an old sea term to describe a sense of relief or pleasure at the thought of nearing home, swept over the crew. They had been away from Groton for almost three months.

(Later, a London observer would remark on the character of these men: "One would think Washington had built them to specification. They seem to be a group of men less likely than any other group in the world to get on each other's nerves, panic in fear, crack under pressure or let each other down. They are all smoothly sanded round pegs in round holes; there's not a jagged edge in the pack.")

At 11:15 p.m., August 3, *Nautilus* made it.

It was a feat that would rank among the greatest scientific accomplishments in history.

From the North Pole, *Nautilus* continued on. After 96 hours and 1,830



Top: The beginning of a historic voyage for Executive Officer LCDR P. M. Adams; Commanding Officer CDR W. R. Anderson; and Senior Scientist Dr. Waldo K. Lyon as *Nautilus* submerges off Point Barrow, Alaska. Left: *Nautilus* in October 1961 after an extensive yard overhaul at Portsmouth Naval Shipyard.



miles under the ice, she surfaced northeast of Greenland—right where she had expected to be.

For the first time since leaving Hawaii, *Nautilus* broke radio silence. But her radio messages were not getting through. Arctic atmospheric conditions play odd tricks with marine communications.

Finally, a Navy radio station in Japan picked up the message and seconds later it was being relayed to Washington. “NAUTILUS NINETY NORTH” it read—the top of the world.

For their daring exploit, the crew was awarded the first Presidential Unit Citation ever given in peacetime. Later, in Washington, President Eisenhower pinned the Legion of Merit on CDR Anderson.

On her way back to the United States from England, *Nautilus* again drew the attention of the entire world by setting a transatlantic underwater speed record.

In the years that followed, the submarine continued to participate in fleet as well as in NATO exercises, conducting evaluation tests for antisubmarine warfare improvements, and engaging in other special operations. In 1962, *Nautilus* was there when President John Kennedy ordered a naval quarantine of Cuba.

Then on May 25, this year, *Nautilus* again made headlines when she told the world via a radio message: “...AFTER NEARLY A QUARTER CENTURY, USS NAUTILUS (SSN 571) SHUT DOWN HER REACTOR FOR THE FINAL TIME.”

In the beginning, *Nautilus* had emerged from almost nowhere to startle the world with a whole new vista of technological seapower. Today, any mention of *Nautilus* continues to capture the attention and imagination of those who remember how it was, and of those who only know the legend of *Nautilus*—the world’s first nuclear-powered submarine. ↓



Top: A tense moment in the control room as *Nautilus* passes under the polar ice pack.  
Center and left: *Nautilus* makes a final port visit in San Diego, Calif., before her decommissioning at San Francisco.



## Proving DSRV's Mobility

# "I didn't even get my feet wet"

STORY AND PHOTOS  
BY JO1 CHRIS CHRISTENSEN

U.S. and Royal Navy submarines accomplished the world's first underwater dry transfer of men and supplies from one submarine to another. The transfer took place in the Firth of Clyde area in Scotland this past spring during simulated rescue exercises involving two Royal Navy submarines and a U.S. Navy Deep Submergence Rescue Vehicle (DSRV).

Although it was only a drill, the 15-day exercise was taken seriously by all concerned as the two navies employed professional skills which they hoped they would never have to use in a real situation.

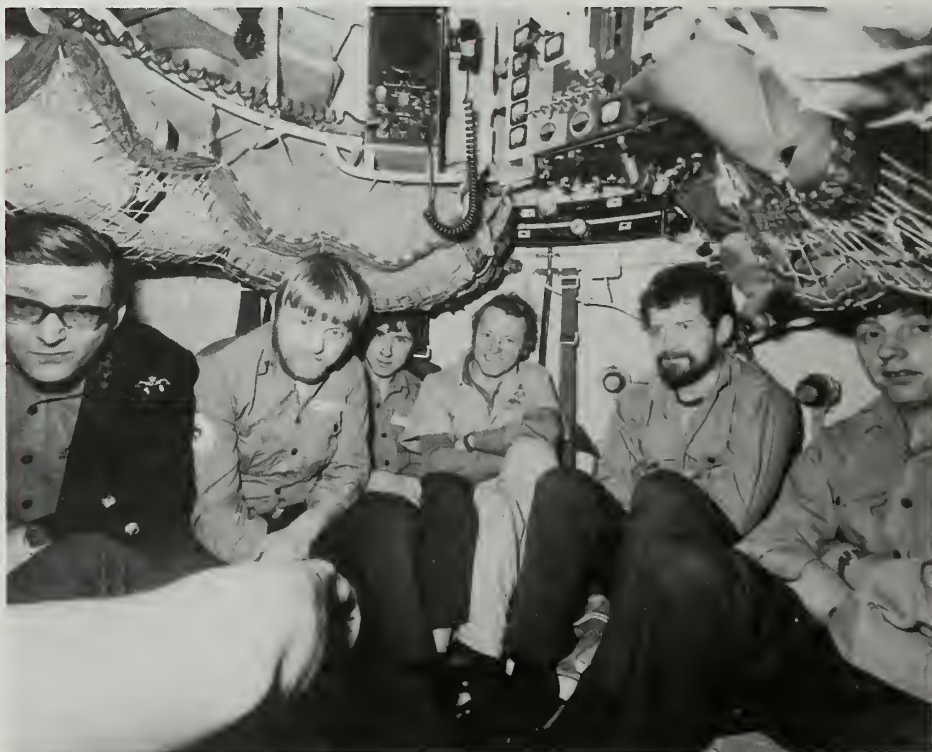
*Avalon* (DSRV 2), one of two such vessels in the world, was flown from its home base at San Diego, Calif., to Glasgow Airport, Scotland, in a U.S. Air Force *Galaxy* C-5. Associated equipment and stores were put aboard a C-141 *Star Lifter* aircraft. Both planes landed just after midnight and were greeted by a host of reporters and photographers who had been waiting in the crisp, icy night air of Scotland. The C-5 was scheduled to land when the airport

would normally be closed to flight operations because the super transport would have forced a long interruption in normal flight schedules.

Just three hours after arrival, *Avalon* was on the road atop her specially designed trailer, en route to the Clyde

Submarine Base, Faslane, some 30 miles away.

The DSRV system was developed to fill the need for an improved method of rescuing the crew of a submarine which might become immobilized on the sea floor. Development of the DSRV was





*Opposite page: Quarters may be cramped on the DSRV Avalon, but when you've just been rescued, you don't really care.  
Left: Avalon arrives at Glasgow, Scotland, airport aboard an Air Force C-5 Galaxy.  
Below: Avalon is hoisted aboard the "mother" submarine HMS Repulse at Clyde Submarine Base, Scotland.*





# DSRV

begun following the loss of USS *Thresher* (SSN 593) in April 1963. (See related article on DSRVs in the July 1978 *All Hands*.)

Once at the Clyde base, *Avalon* was hoisted aboard HMS *Repulse* (S 23), a *Polaris* submarine and "mother" to the DSRV throughout the exercise. HMS *Odin* (S 10) was selected to simulate a distressed submarine and directed to settle on the bottom in some 400 feet of ocean just off the Isle of Arran on Scotland's west coast. *Repulse* then submerged, moved to within 1,500 to 3,000 feet of *Odin*, deployed *Avalon* and then after transferring personnel to and from the *Odin* recovered her again.

*Right: The Royal Navy submarine Odin prepares to play her role as the "distressed" submarine in the exercise.*

*Below: Riding piggyback style, Avalon leaves the pier aboard HMS Repulse.*

*Opposite page: Avalon and Repulse set out to rescue Odin's crew during exercises in the Firth of Clyde area in Scotland*



A Royal Navy man described the trip as one of the most amazing experiences of his life. "It was an awesome experience to be standing on the deck of my own sub several hundred feet under water," he said. "I didn't even get my feet wet."

The DSRV can be used to rescue crews of any submarine provided the submarine is appropriately configured. This was the first opportunity to exercise the DSRV with non-U.S. submarines. The U.S. Navy provided the Royal Navy with the plans necessary to make the required modifications to adapt the DSRV to their submarines. At present, 20 Royal Navy submarines are capable of receiving the DSRV. Plans are to convert all Royal Navy submarines to this capability. All U.S. submarines, except USS *Dolphin* (AGSS 555), are capable of mating with the DSRV.

This was the first international

deployment of the DSRV, and the first opportunity to exercise the system with improved handling equipment, thereby shortening response time. U.S. personnel manned *Avalon* during the exercise with Royal Navy observers on board. The exercise was part of the regular training required of fleet units to ensure their readiness to respond to a rescue mission.

*Avalon* is 8.2 feet wide, 11.5 feet high, and has a load displacement of 74,755 pounds. Her maximum speed is 3.8 knots with a nominal endurance of 7-8 hours. She has an upper hatch for servicing, a lower hatch for mating and transfer purposes, and is capable of jettisoning gear in an emergency in order to lighten herself.

The rescue trips were repeated several times throughout the exercise to test various operational aspects and the flexibility of the DSRV system. One chief petty officer assigned to the DSRV

team said that they hoped to continually refine their operational procedures and equipment design in order to make the system even more effective.

The DSRV will not totally replace other rescue techniques employed by either Royal Navy or U.S. Navy submarine crews. However, there could be situations when rescue by DSRV would be the only possible method, particularly at depths below other rescue or escape capabilities.

The main thrust of the Scotland exercise was to test the "fly-away" operation from initial call-out to return of the DSRV to the United States. Assumed up by one senior Royal Navy officer, "The system proved its worth by being quick, efficient and reliable. The DSRV is a lovely piece of engineering technology...the exercise was a success!" ↓





Photo by PH1 Jim Preston



# Sailors of the Year

BY JO2 BARB TEIN-GEDDES

Throughout the Navy, award ceremonies are held daily. Each ceremony is special. But one recent ceremony for three sailors was the kind that happens only once in a lifetime. It was the 1979 Sailor of the Year Award ceremony.

Meet this year's winners: Chief Engineman (Diver, Parachute Jumper) Robert R. Schamberger, the Shore Sailor of the Year; Chief Personnelman William H. Miller from USS *Spruance* (DD 963) representing the Atlantic Fleet; and Interior Communications Technician First Class (SS) Tommy L. Couch, Pacific Fleet winner from USS *Gurnard* (SSN 662).

The stories of this year's winners go back to when they enlisted in the Navy. These stories, however, might never have been told without the Sailor of the Year program.

Started in 1972 as a Chief of Naval Operations "people program" honoring the top Atlantic and Pacific Fleet sailors, the Sailor of the Year program was expanded in 1973 to include the best overall shore sailor of the year.

That's why the Navy's two top leaders personally conduct this special ceremony. The Secretary of the Navy and CNO present the awards to the Sailors of the Year during Pentagon ceremonies.

But to reach the top, all winners start at the bottom. For Chief Schamberger, a native of Oakland, N.J., life in the Navy started in 1966 after he finished high school. Following recruit training, Schamberger was stationed in Pensa-

cola, Fla. Eighteen months later, a dream came true when he was selected for the Navy's Underwater Demolition Team (UDT) training. As he says, "I wanted to be a Navy frogman since I was 13 years old."

People may join the Navy to travel and to further their educations. As a graduate of more than 26 Navy service schools, Chief Schamberger has taken that education with him, serving in such places as Hereford, England; Crete, Germany, Spain, Vietnam, Puerto Rico and Panama City, Fla. Among the awards he's earned are the Bronze Star with combat "V", two Navy commendation medals with combat "V", the Navy Achievement medal, the Purple Heart, and three Good Conduct medals.

Twelve years ago, Chief Miller joined the Navy and left the basketball courts of Chicago behind. In addition to being an award-winning Navy recruiter, Chief Miller has earned the Presidential Unit Citation, the Navy Unit Commendation (three awards), Meritorious Unit Commendation (three awards), the Combat Action ribbon, and the Battle Efficiency "E" ribbon. He has served in Guam, Vietnam and with an aviation squadron. His most recent assignment was serving as leading personnelman aboard *Spruance*.

ICI Couch is from Winnemucca, Nev., and, like the other two winners, joined the Navy right out of high school. Couch may be the junior man in this year's Sailor of the Year group with five years of service, but he's had enough time to qualify as the Engineering Watch supervisor on *Gurnard*, a billet normally reserved for a chief petty officer. He also wears the Good Conduct medal and a Battle Efficiency "E" ribbon.

The competition for Sailor of the Year starts at the command level, with Sailor of the Month or Quarter. All active duty sailors, male and female, in paygrades E-4 through E-6 are eligible

for nomination with two exceptions. First class petty officers selection-board eligible for chief are excluded as the eligible for chief are excluded as are Year.

Many sailors compete, then, for Sailor of the Year. But only three are chosen. Why were this year's winners selected? What does the selection board look for? Answers to these questions may be found by looking at some of the other accomplishments of this year's winners.

As a member of one of the Navy's most physically demanding specialties, Underwater Demolition and SEAL teams, Chief Schamberger is kept busy maintaining his qualifications as a diver and parachute jumper. But he still finds time to coach a soccer team. "That's a sport I really like," he says. "I really get a kick out of coaching these young kids and watching their determination to win. Coaching helps me relax."

When Chief Miller was in high school, he was named to Chicago's All-City Basketball Team. Two years later, he carried that winning tradition over to the Navy when named to the All-Navy team. As his ship's coach, he urges his team on to victory from the sidelines. But obviously, Miller didn't join the Navy to play basketball.

He's also a Boy Scout leader, a VISTA (Volunteers in Service to America) volunteer, and an active member of the National Association for the Advancement of Colored People (NAACP).

These off-duty activities are an important part of Miller's life. He says, "So often, we as parents don't involve ourselves with our children as we should. I try to fill that gap as a father figure, taking the kids out camping. The Boy Scouts of America is a great organization that provides for good, harmonious relationships between youngsters."

He looks upon his role with VISTA also as a way of helping others. "As

*Facing page: Tywan Taylor, nephew of Atlantic Fleet Sailor of the Year PNC Miller, didn't let the excitement of the Pentagon ceremonies get to him. The ceremonies included congratulations from Admiral Thomas B. Hayward, CNO, and then-Secretary of the Navy W. Graham Claytor Jr., as well as special awards made by members of the Fleet Reserve Association.*



# Sailors of the Year

American citizens, we have a responsibility for other nations. People in other countries look to us for help. If we don't extend a helping hand, we're lost."

As for the NAACP, he says, "It helps blacks strive to achieve their goals in education. But it's not limited to blacks—we will try to help any minority achieve recognition and advancement."

Positive accomplishments are one of the requirements for being a Sailor of the Year. But so, too, is a positive attitude.

As Chief Schamberger says, "To me, it doesn't matter if an individual is going to make the Navy a career or not. I've always thought that if you have a job to do, you do it 100 percent—whether it's a good, bad, or better job. If you're working for the Navy, that means the Navy should benefit from the work you do."

Chief Miller is one enlisted man who's proud to work for the Navy. It seems the Navy works for him as well. "I came into the Navy without a high school diploma," he says. "Through the Navy, I got my GED. Now, I'm six hours short of obtaining my nursing degree which I hope to attain during my next shore assignment. The educational opportunities in the Navy are there for anyone to take advantage of."

Petty Officer Couch may not yet be

sure of his own career ambitions, but that doesn't stop him from helping others as a command career counselor, a job for which he volunteered.

"I counsel people throughout the boat. My counseling isn't limited to enlisted men—I've talked to a number of officers about continuing their naval careers. You learn how to present the Navy's case. And the Navy has an excellent case: educational benefits, on-the-job training, and officer programs," says Couch.

Efforts to keep good people in the Navy pay off. Last year, *Gurnard* was nominated for the Golden Anchor award, an award given for the best ship retention rate. Presenting the Navy's case as a career counselor and becoming a Sailor of the Year led Couch to observe, "A Navy career is looking better all the time."

Not only do these sailors think highly of the Navy but the Navy thinks highly of them. As Sailors of the Year, the Navy rewards them with advancements to the next highest paygrade. They get a five-day, all expenses paid trip to Washington, D.C., courtesy of the Fleet Reserve Association—something that organization has done since the program began.

While in Washington, they are in the limelight touring the nation's capital. All agree on the highlight of that trip—



Photo by PH3 Jim Fleischmann

PN1 W.H. Miller

Summer Activities at the Washington Navy Yard.

Chief Schamberger says, "That was the first public recognition of our new ranks and of us as Sailors of the Year."

Chief Miller agrees. "You walk out there and they throw a spotlight on you and you really feel like someone special. I got goose bumps."

That night will long be remembered by Couch. "A five-year-old girl came up to me and asked me for my autograph. That was the highlight of my whole life."

After the fanfare brought on by their trip to Washington, the winners get a chance to catch their breath during a five-day R & R, with the FRA once again picking up the tab. Orlando, Fla., was the choice for both Miller and Couch. Schamberger chose Yellowstone National Park.

Many former winners took their R & Rs as second honeymoons. Not Couch. "It was a first honeymoon," he says. "My wife, Milinda, and I were married right out of high school and really couldn't afford a honeymoon."

Couch's honeymoon may last only five days but his traveling days are far from over. He and Miller will serve as assistants to their respective master

IC2(SS) T.L. Couch



chiefs during this next year. Schamberger will serve as a special assistant to the Force Master Chief of the Naval Education and Training Command.

All agree they've got a tough, but challenging, year ahead. Miller describes that challenge. "We were chosen to represent all the good sailors in the Navy, and we are honored. But our goal during this next year is to find out what problems face fleet and shore sailors. Once we identify those problems, we hope to make some positive recommendations for making changes. However, we are realists and we know that no problem can be solved overnight."

They also agree, however, that those problems facing the Navy overlap. Chief Schamberger says, "We feel that the leaders of the Navy are the E-6 through E-9 people. They're the ones who run the Navy."

Working directly with retention problems as a career counselor, Couch says, "When you counsel someone, you have to ask them to ask themselves if they'll be personally satisfied by staying in and if they can reap benefits from the Navy. Leadership and retention go hand in hand."

This year's Sailors of the Year are already settling into their new jobs and growing comfortable with their new status. That's a different reaction than

their original feelings about their selections.

Chief Schamberger says, "It's a feeling you just can't describe." Finishing his daily 10-mile run, he took a telephone call. Schamberger may have been out of breath after running that morning, but the telephone call really left him breathless. "I got a call from Petty Officer Bob Wickersham in Washing-

EN1(DV/PJ) R.R. Schamberger



ton, D.C. He said, 'Congratulations, Chief.' I said, 'What are you talking about?' I was stunned. I asked him to call me back later because I was out of breath."

For Chief Miller, the news came at a luncheon. "When my name was announced," he says. "I just sat in my chair. It was an unreal event. We could ask ourselves how it would feel to be President of the United States."

Couch, too, was caught by surprise by the news. "I was in Pearl Harbor on a Friday morning, getting ready for a WestPac cruise. Just as I was going to start one of the test patterns we do as submariners, the XO ordered me back to the boat. I didn't know what to think. My CO said he couldn't talk to me in his stateroom so we went to the control room. He picked up the boat's public address system and started reading the CNO message." Couch paused and then said, "He read my name...I sat down. It was quite a shock but it's super—it's a good feeling."

Beyond next year's challenges, Couch looks at both his future and those of his Navy shipmates worldwide. "You look at the overall opportunities down the line and, if you keep squared away like we have, the future is really unlimited if you try hard and maintain the standards that you have." ↓

## Winners Since 1972

| Year | CINCLANTFLT         | CINCPACFLT         | SHORE                       |
|------|---------------------|--------------------|-----------------------------|
| 1972 | TM1(SS) R.W. Corey  | SM1 W.P. Sapel     | none                        |
| 1973 | QM1 T.W. Bohannon   | ET1 T.M. Sullivan  | AMS2 L. Walls               |
| 1974 | SM1 F.R. Perry      | SK1 W.W.Y. Gouveia | HM1 J.R. Hewitt             |
| 1975 | ADJ1 J.T. Litzinger | SK1(SS) R.E. Marsh | BM1 F. Czajkowski           |
| 1976 | HT1 R.R. McClary    | MA1 T.C. Wallace   | HT1 E. Krikorian            |
| 1977 | HM1 J.B. Laskowski  | BM1 R.D. Knepper   | HT1(DV) D. Lueck            |
| 1978 | YN1 R.A. Laskowski  | IS1 J.S. Girardin  | HT1 C.D. Bowles             |
| 1979 | PN1 W.H. Miller     | IC2(SS) T.L. Couch | EN1(DV/PJ) R.R. Schamberger |



# Building Now for the Future

BY JOANNE E. DUMENE

When the doors of the pilot Family Services Center in Norfolk, Va., officially opened this past July, it heralded a new era for the many people who are part of "the Navy family." The Center is tangible proof that the Navy is living up to its commitment to be responsive to the needs of all of its people. As a central repository of information and materials on the community and the Navy, the Center—and others to follow—will provide "one-stop shopping" for services needed by any Navy member or family member.

The subject of family awareness is not a new one in the Navy. It has been discussed in many meetings and has been supported through Personal Services Centers which have been in existence since 1972. But these centers were not fully funded nor did they receive policy guidance through a central headquarters-level office. In many cases, they operated with a minimum of equipment and a limited staff. Because of the lack of assets many commands were unable to adequately respond to the personal needs of Navy people, single or married.

Then, in recognition of the personal needs of our Navy members, more than 700 people met in Norfolk, Va., in November 1978 and gave impetus to the Navy's two-fold conference objectives of promoting family awareness and developing a Navywide network of centers designed to serve Navy families and single service members.

The Secretary of the Navy, the Chief of Naval Operations, the Chief of Naval Personnel, the Chief of Information, the Chief, Bureau of Medicine and Surgery, the Chief of Chaplains and the Commander in Chief of the U.S. Atlantic Fleet were the driving forces in projecting to conference participants the Navy's continuing dedication to addressing family needs. Admiral Tho-





*Navy family services got its start at the Norfolk Conference held in November 1978. Left: Admiral Thomas B. Hayward, Chief of Naval Operations, talks with an enlisted woman. Below: Intense concentration on the part of participants was the order of the day.*



mas B. Hayward, USN, Chief of Naval Operations, stressed the Navy's total commitment to taking care of needs of Navy families because "it is the right thing to do."

Immediately after the conference, Navy people—military officials, volunteer participants, and civilian agency representatives—went into action. A Family Program Branch was established in OPNAV, a Conference Interim Report was issued, and the 100 recommendations emanating from the Norfolk conference were considered one by one. A final report showing recommendations already acted upon has since been issued.

Concurrently, groundwork was being laid in both Norfolk and San Diego to establish centers. In Norfolk, the Personal Services Center and the Navy Relief Society already were housed in a building which needed only to be renovated for expansion into a full Family Service Center. Community resources

were contacted, military personnel were detailed as Information and Referral Specialists, a civilian staff was hired, and volunteer assistance was solicited.

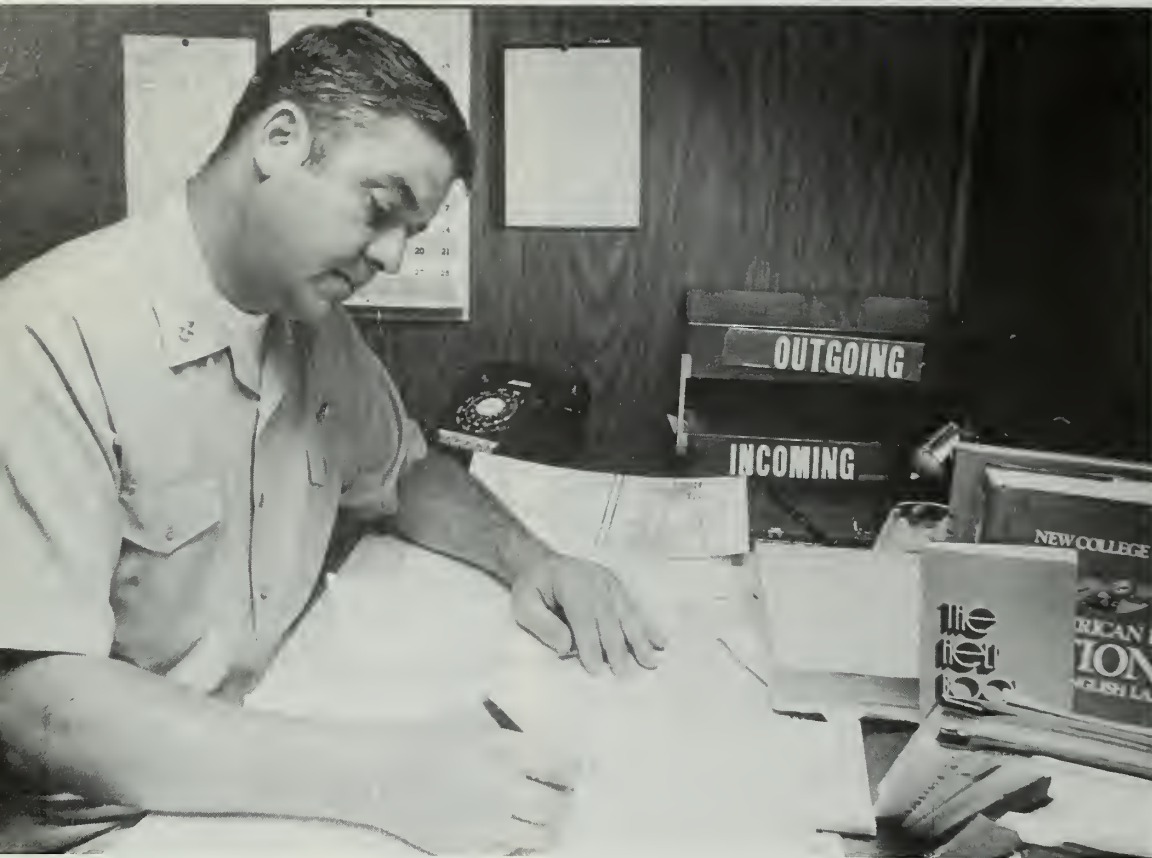
With the strong support of Rear Admiral Richard E. Nicholson, Commander, Naval Base Norfolk, Captain James A. Karlen, Director of the Center, and Chaplain (Captain) David S. Hunsicker, Assistant Director, the center has been molded into a vital functioning unit in just six months. For example, the Navy Family Service Center already is operating an information and referral service around the clock, seven days a week. Senior petty officers answer telephone inquiries and social workers trained in family services provide short-term counseling on a walk-in basis. Single and married service members and their families will be offered seminars on military rights and benefits, consumer education, financial planning and other significant topics. In short, the Norfolk Navy Family Serv-

ices Center hopes to be a primary source of information and help so that existing services—both Navy and civilian—are readily available to all members of the Navy family.

Meanwhile, in San Diego, Calif., other adherents were gearing up for action. In July, Rear Admiral Justin Langille III, Commander, Naval Base San Diego, announced the opening of five offices—known as Navy Assistance Centers—operating under the coordination of Commander Richard T. Colley, COMNAVBASE staff, San Diego. The centers are located at North Island, Miramar, NTC, Balboa Hospital, and the Naval Station San Diego.

The San Diego effort has focused primarily on improving the coordination and use of the wide array of both Navy and civilian resources and services in the area. Commander Colley reports that the interest, support and enthusiasm of the civilian community in working with the Navy program has been





*QMCS(SS) Robert S. Franks, Information and Referral Specialist at the Norfolk Family Services Center, catches up on paperwork between incoming calls for help. Photo by PHAN Jesus Diaz.*

most gratifying, and that the San Diego program is tying in closely with Department of Health, Education and Welfare (HEW) programs, and other local welfare, mental health and social service organizations. Like Norfolk, San Diego is developing a more effective system for providing information and referral services quickly and accurately on a wide range of family-related matters. The five Navy Assistance Centers receive calls continuously, ranging from simply inquiries such as "When does my husband's ship get in?" to other personal or family crises.

By 1981, the Navy plans to have four additional Family Service Centers (with eight smaller detachments) in operation in areas of high Navy populations and a total of nine centers (plus the eight detachments) in operation by FY85.

The Family Program Branch (OP-152) of the Human Resource Manage-

ment Division will oversee the development of the Navy's Family Program. Headed by Dr. Ann O'Keefe, former director of both the Home Start Program and the Child and Family Resource Program of the Department of Health, Education and Welfare, the Family Program Branch has a staff of seven Navy military members and two civilian professionals in child and family development. The staff itself represents various elements of the Navy family that will be served: active-duty singles, retirees, husbands with young children, older Navy members, mothers of Navy members, and dual career families.

Overseen by an 11-member flag steering group, the Family Program Branch will provide policy, technical guidance and evaluation to the Family Service Centers. In providing this guidance, the Family Program Branch will review, analyze and use findings from previous and current Navy and non-Navy research studies. The objectives of the Family Program are:

- To heighten awareness of the

importance of the families of both single and married members to the overall Navy mission.

- To increase the coordination and use of Navy and civilian family support resources and services.

- To serve as a catalyst and resource for all Navy field units with respect to family support and family enrichment programs.

In reviewing the work that had been done since November 1978, it is obvious that the two major objectives of the Norfolk Conference have been met. The response from all areas of Navy life, including that at the official command level, is proof that awareness regarding the needs of Navy families is being raised. Also, the establishment of the pilot programs at Norfolk and San Diego illustrates the positive steps being taken to develop the network of Family Service Centers—a network that will represent a forthright effort to reach out to local Navy service members and families with practical assistance support and encouragement. ↓

## Rolling out the welcome mat

BY JO1 JAMES R. GIUSTI

Australia, particularly Brisbane, has captivated many a sailor. And to men and to women of the U.S. Navy's 7th Fleet, this Down Under city is the champagne of exotic ports of call. They eagerly await any occasion that will bring them to this port city on Australia's eastern bulge.

Built on hills along the north bank of the Brisbane River, the city is a mosaic of monuments, high-rise offices, stately public buildings, parks, and warm-hearted people. The reception, then, given by Brisbane to three U.S. Navy ships and 850 American sailors was not surprising.



No tourists ever experienced a better welcome. "It was amazing," said Data Systems Technician Second Class Thomas S. Brubaker, a USS *Paul F. Foster* (DD 964) crew member. "Once in port, our ship's phones rang constantly."

Using the "Dial-a-Sailor" program, active in most Australian ports where 7th Fleet ships visit, local residents contacted the visiting Americans. To DS2 Brubaker, "All these people calling and wanting to take a sailor out was just incredible." His shipmates shared his enthusiasm.

The five-day port call visits of *Foster*, USS *O'Callahan* (FF 1051), and USS *Schofield* (FFG 3) included a barbecue sponsored by the American Families Association. Held on the scenic outskirts of Brisbane, the picnic offered sailors an opportunity to try their hand at the art of boomerang throwing, spear throwing, and Aussie-style wood chopping.

Many sailors also visited in private homes. "The people took us in without reservation and treated us like old friends," said Operations Specialist Second Class Frank J. Sheridan, another *Foster* sailor.

Native cuisine, especially Brisbane barrumdi, a local seafood specialty, was a rare treat for the visiting Americans. Evenings, they hoisted "pints of bitters" in local pubs or visited Mount Coot-Tha which provides a spectacular night view of Brisbane.

During their stay, Navy crewmen



*An Australian native, the koala, is protected in the Lone Pine Sanctuary -- the first such sanctuary in Australia.*

visited the celebrated Lone Pine Koalas Sanctuary 18 miles outside Brisbane where a colony of 100 koalas live in their natural environment. Along with the koalas, the sanctuary houses other native animals such as the duckbilled platypus and kangaroos.

Another day of the five-day port visit was spent at Australia's famous Gold Coast, a 50-mile stretch of beach south of Brisbane which is noted for its fine surf.

All too soon, the Australian visit came to an end. Brisbane and her people had been splendid hosts, but the American sailors had to leave. When they did, they looked back on the island continent with nostalgia—the same pleasant pain experienced by thousands who had left before them. ↓

*A signpost reminds 7th Fleet sailors how far "down under" they really are.*





# Navy Rights & Benefits

## Reenlistment Incentives

*Why does a person reenlist in the Navy? Chances are, if you asked 10 career Navy people this question you'd get 10 different answers. You'd get similar results if you asked 10 civilians why they stayed with a particular company for a career. You'd probably find that their reasons are essentially the same as those who choose the Navy.*

*Many incentives, tangible and intangible, attract a person to a particular career. The job is important. It's enjoyable because it's in line with the person's interests and abilities, and a comparable job may not be available elsewhere. The opportunities for advancement may be good. Perhaps the person can get more education, and subsequently a better job, through the organization.*

*Then there are other considerations: job security, paid vacation, travel, family protection plans, retirement, and many other factors which enter into a person's decision and create yet another*

*very important ingredient—loyalty. In most cases a person chooses a career on the basis of a combination of these factors.*

*So it is in the Navy. A decision to reenlist is a personal choice.*

*Much of the material covered in the All Hands Rights and Benefits series involves long-term incentives for making the Navy a career. This article, 11th in the series, examines the reenlistment incentives offered to Navy people.*

★ ★ ★

### Guaranteed Assignment

Puerto Rico, Spain, the Bahamas, the Far East—reenlistment can be your ticket to an exotic duty station.

The Navy can guarantee you an assignment of your choice as a reenlistment incentive under the Guaranteed Assignment Retention Detailing (GUARD) III program which replaces

GUARD I and GUARD II. A nice feature of this program is that you can have your orders in your left hand before you raise your right hand to reenlist.

The GUARD III program offers you two guaranteed assignments, the first of which must be used at your first reenlistment. The second can be used any time before your 25th year of service. If you have already received two guaranteed assignments under the GUARD I or GUARD II programs, you can get a third guaranteed assignment under GUARD III.

The Navy defines a guaranteed assignment as either a type ship or home port for sea duty or a specific geographical area for shore duty.

To be eligible for GUARD III you must:

- Be a designated striker (refer to BUPERSINST 1133.22) or E-4 to E-9 with two or more years' active service, but less than 25 years' service.
- Not be under PCS orders at the time of application.
- Be within six months of expiration of actual obligated service (EAOS).
- Have a consistent record of above average performance or a demonstrated trend toward improved performance.
- Be recommended for reenlistment.

First termers get a GUARD III letter from their detailer about six months before EAOS, if they haven't previously contacted their detailer. This letter lists the GUARD III assignment options available to people in their rate. A person can reenlist under GUARD III before an extension they have signed becomes effective, but they will not be actively solicited to do so. Similarly, solicitation won't be made for the second guaranteed assignment because it may be used at the member's discretion anytime before the 25-year mark.

### Selective Training and Reenlistment

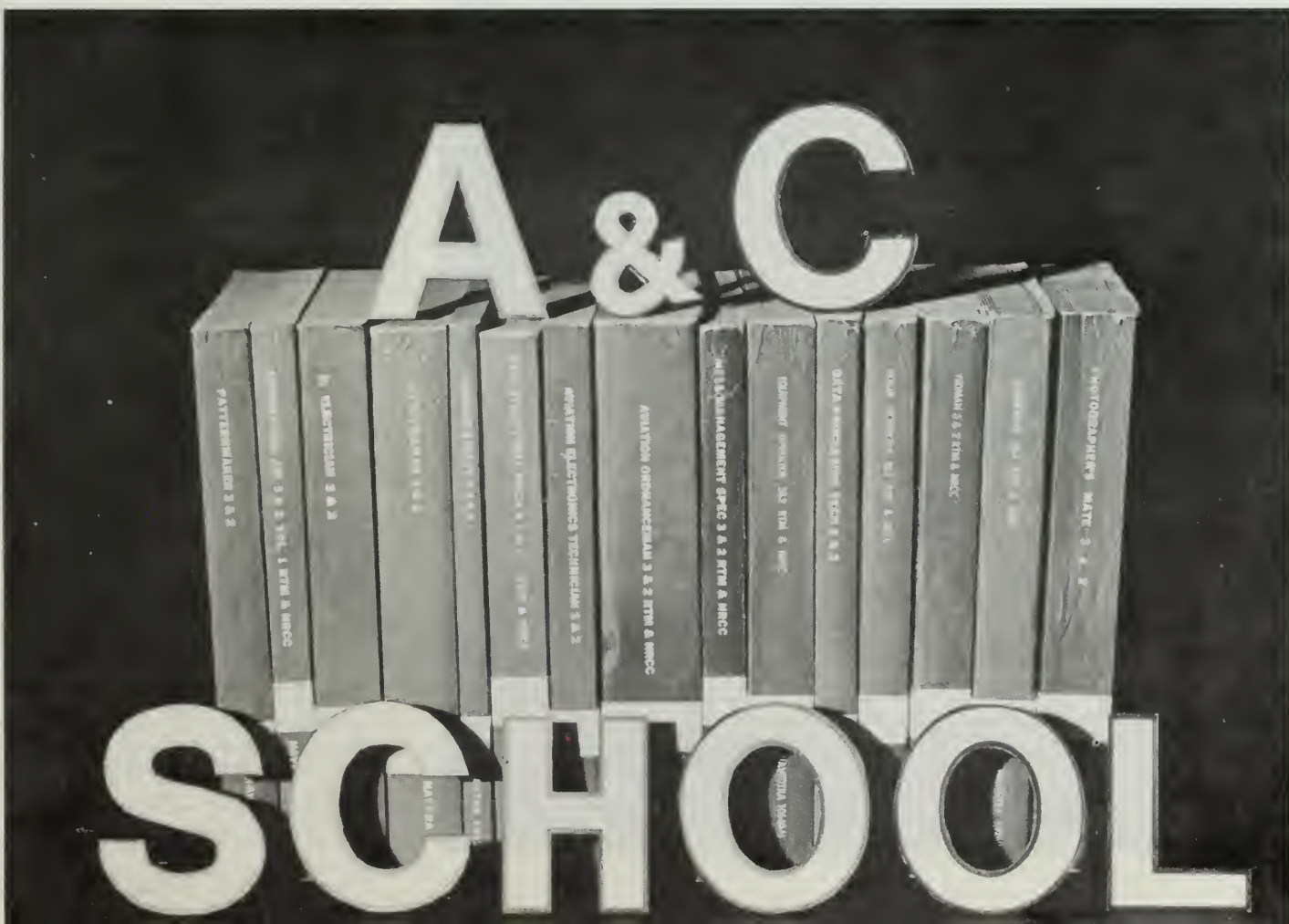
Education and advancement in your present rate may be more important to you than a guaranteed duty assignment. If this is your choice, you can hitch up to STAR, the Navy Selective Training and

- Meet the minimum test score

## Selected Conversion and Reenlistment

- Automatic advancement to petty officer second class upon completion of

There are two programs similar to SCORE for people reenlisting following broken service or for veterans entering the Navy after serving in another branch.





# Navy Rights & Benefits

RESCORE is offered to Navy veterans and carries the same benefits and eligibility requirements as SCORE.

Prior Service (PRISE) II offers all veterans guaranteed class "A" school in a field other than that in which they previously served.

## Selective Reenlistment Bonus

Members serving in certain critical ratings or NECs are entitled to a Selective Reenlistment Bonus for reenlisting or extending their enlistments for at least three years. The Selective Reenlistment Bonus can be as much as \$12,000 (\$15,000 for nuclear field). It is offered to increase the number of reenlistments in ratings where retention is insufficient to man the rating adequately.

The Selective Reenlistment Bonus

has two award levels—zones A and B. Zone A is awarded to members who have completed at least 21 months of continuous active naval service (excluding ACDUTRA), but not more than six years' total active military service, immediately preceding the date of reenlistment or the date an extension becomes effective. The reenlistment or extension must yield a combined total of at least six years' active service.

Zone B is awarded to members who have completed at least six but not more than 10 years' active military service immediately preceding the date of reenlistment or effective date of extension.

The reenlistment or extension must yield a combined total of 10 years' active service. Selective Reenlistment Bonus payments may be made either in a lump sum payment or in equal annual install-

ments. For personnel who elect installment payments, the initial payment will normally be made on the date of reenlistment or the date a member begins serving in the extension. Later installments of zone ASRB are payable each year on the reenlistment anniversary date. Later installments of zone B SRB are payable on the reenlistment anniversary dates which occur before the individual completes 12 years of active service. In either case, where there is lost time (exceeding your leave balance, UA, brig time, etc.), the subsequent installments will be delayed by the number of days' lost time.

An example of how to compute SRB is shown in the accompanying box.

## Regular Reenlistment Bonus

Members who were on active duty on June 1, 1974, may be eligible for the Regular Reenlistment Bonus (RRB). It may not exceed a cumulative total of \$2,000 during a member's career. The bonus is paid in full when the member reenlists and is computed as follows:

*First reenlistment:* Amount equal to member's monthly base pay at the time of discharge, multiplied by the number of years for which a member reenlists.

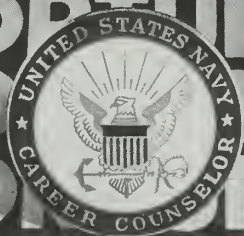
*Second reenlistment:* Amount equal to two-thirds of a member's monthly base pay multiplied by the number of years for which a member reenlists.

*Third reenlistment:* Amount equal to one-third of a member's monthly base pay multiplied by the number of years for which a member reenlists.

*Fourth and subsequent reenlistments:* Amount equal to one-sixth a member's monthly base pay multiplied by the number of years for which a member reenlists.

If a member is eligible for both the Regular Reenlistment Bonus and the Selective Reenlistment Bonus, the member may elect one or the other. If a member has previously received a selective and/or variable reenlistment bonus, he or she may draw a maximum RRB of the difference between \$2,000 and the total of previously paid SRB/VRB.

OPPORTUNITIES  
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OPPORTUNITIES  
IN THE NAVY.



## Career Information

All of the programs in this article deal with specific reenlistment incentives. The Navy also offers a variety of career alternatives that do not require you to ship over. Your Navy counselor is your source of information.

The Navy counselor is the primary source for accurate, up-to-date information about career policies and programs. He can provide not only career information, but facts about education programs and veterans' benefits as well.

Additionally, your leading petty officer, division officer, department head, and admin/personnel officer can provide information on career programs you may be interested in.

Talk about your future plans—whatever they may be—with your career counselor. He can provide valuable advice and inform you of alternatives you may not have considered. If you decide to reenlist, he will make the arrangements. But whatever you decide, the choice is yours.

★ ★ ★

## Computing your Selective Reenlistment Bonus

Scott X. Brown enlisted in the Navy for four years in June 1976. After completing boot camp, he was assigned to the deck force on USS *Under Way*, homeported in Norfolk. Now, four years later, he is Signalman Third Class Scott X. Brown. If he chooses to reenlist, he can cash in on a sizable bonus because signalman is one of the rates eligible for SRB.

To compute Brown's SRB, we take his monthly base pay (\$564.30 for an E-4 over three) and multiply that by the appropriate zone A SRB award level (SM receives SRB award level 2). Now multiply that sum by the number of years for which Brown is willing to reenlist (in this case, six). Brown's total Selective Reenlistment Bonus is \$6,771.60 before taxes.

At the same time, Brown's LPO, Signalman First Class Richard Smith, is

nearing the end of his second hitch and has decided to reenlist. As an SM1 who has completed eight years in the Navy, Smith is eligible for a zone B Selective Reenlistment Bonus. So, Smith asks, "How much will I get?"

To compute Smith's reenlistment bonus, take his monthly base pay (\$761.40 for an E-6 over six) and multiply by his zone B SRB award level (3), then multiply the sum by the number of

years for which he is willing to reenlist, excluding all obligated service over 12 years (because Smith has completed eight years' service, we use figure 4, the difference between his completed service and 12 years, even though Smith may be willing to obligate himself for more time). Smith's total Selective Reenlistment Bonus would be \$8,812.80. Examples:

| Name             | Brown    | Smith    |
|------------------|----------|----------|
| Monthly base pay | 564.30   | 734.40   |
| SRB award level  | 2        | 3        |
| Subtotal         | 1,128.60 | 2,203.20 |
| Years            | 6        | 4        |
| TOTAL            | 6,771.60 | 8,812.80 |





# Mail Buoy

## No Short Course

SIR: A correction is needed on page 43 of your July issue. The school year at the Naval Academy Preparatory School (NAPS), aboard Naval Education and Training Center (NETC), Newport, R.I., is a 41-week program, not a 16-week course as stated in your Navy Rights and Benefits article.

NAPS is a balanced academic, military and athletic program patterned after the Naval Academy. Our school has a faculty of civilian and military personnel who teach three levels of English, math, chemistry and physics. This year, we are starting a course in computing that includes the computer language BASIC. We also have a 10-sport varsity program: football, cross-country, and soccer in the fall; basketball, swimming, and wrestling in the winter; and lacrosse, tennis, baseball and track in the spring. Our student load is approximately 250 men and women, of whom 70 percent enter the Naval Academy.

NAPS is an outstanding opportunity for

upward mobility for our sailors and marines.—CDR J. A. Kenney, NAPS Director.

## Manley's Rescues

SIR: After 20 years of active duty and reading *All Hands*, I have finally made it inside the covers—but no one would ever know it.

In the May Bearings, Gene Romano Jr. wrote of a father-son team being rescued by the USS *Manley* (DD 940) 80 miles at sea off the coast of Jacksonville, Fla. My son Philip and I were the ones delivering the catamaran to Baton Rouge, La. However, my name was not mentioned.

I had 16 years of sea duty on various carriers, CCD16 Staff, and the USS *Glover* (AGDE 1), plus having "pushed boots" for four years in San Diego, Calif. Many of my old shipmates are still on active duty and would appreciate knowing of my "exploits."

Two sons, Michael, HM1 (sweating out

the CPO board), and Tracy, SN, soon to sew on Third, keep me abreast with what is happening in our great Navy. —SM1 Leslie Rees (Ret)

## Bermuda Birthday

SIR: The U.S. Naval Facility, Bermuda, will celebrate its Silver Jubilee Anniversary on May 28, 1980. In anticipation of this event, we would like to solicit assistance from your readers. What we need are photographs and press releases which detail the Naval Facility's history from 1955 to the present. Additionally, we need to locate the whereabouts of previous Commanding Officers and Master Chief Petty Officers of the Command. Information concerning these requests should be forwarded to:

LCDR James L. Ayers

Box 45

U.S. Naval Facility-Bda

F.P.O. New York, N.Y. 09560

Any costs incurred should also be forwarded to me for payment.—LCDR James L. Ayers

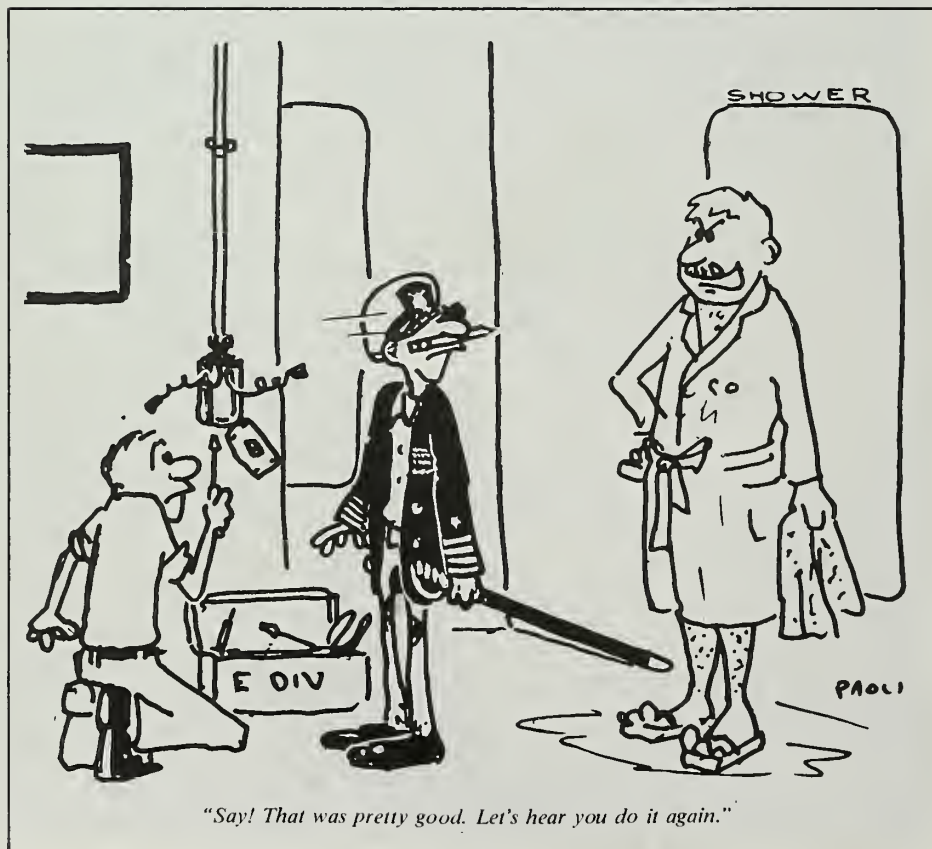
• Readers who have any information are asked to correspond directly with LCDR Ayers.—ED.

## Reunions

• USS *Gambler Bay* (CVE 73) and VC-10 Association—Reunion Oct. 25-28, 1979. Contact Charles G. Heintz, 8329 SR 119, Maria Stein, Ohio 45860.

• USS *Coates* (DE 685)—Reunion Nov. 2-4, 1979, at Newport, R.I. Contact Bob Davis, 155 Sperry Road, Bethany, CT. 06525

Opposite → The 1979 commemorative stamp honoring John Paul Jones, famous naval hero of the American Revolution, was issued at Annapolis, Md., Sept. 23. That date marks the 200th anniversary of the 1779 sea battle between Jones's *Bonhomme Richard* and HMS *Serapis* off northern England. In this epic struggle, one of the most famous naval engagements in history, Jones was victorious over the British. He contributed to American history his famous phrase, "I have not yet begun to fight." This commemorative stamp also seems a fitting tribute to the Navy's 204th birthday, celebrated this year on Oct. 13.



"Say! That was pretty good. Let's hear you do it again."

I have not yet  
begun to fight



John Paul Jones  
US Bicentennial 15c



USS O'Callahan's  
'Doc' Greene ● See Page 12

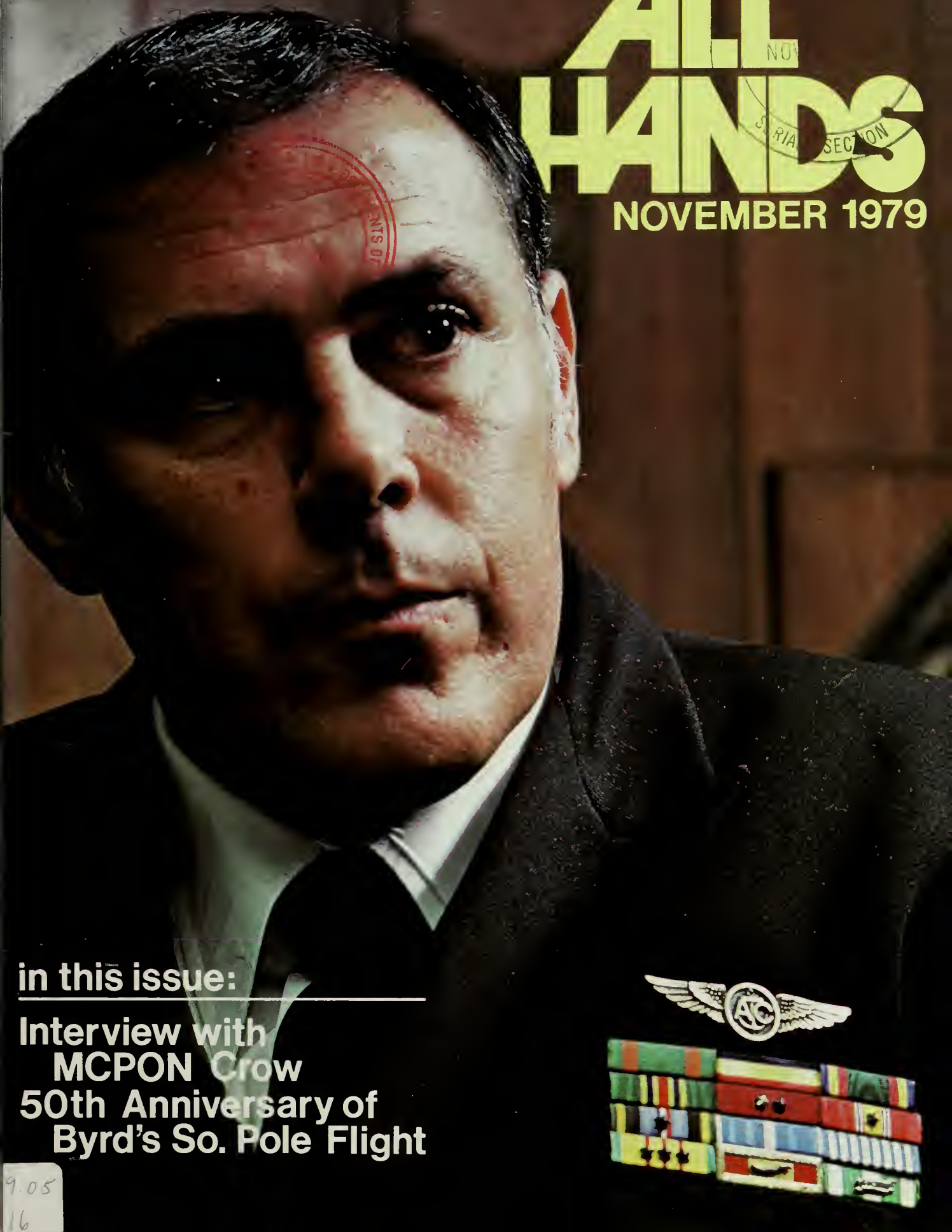




# ALL HANDS

NOV  
SERIALS SECTION

NOVEMBER 1979



in this issue:

Interview with  
MCPON Crow  
50th Anniversary of  
Byrd's So. Pole Flight

9.05  
16





*USS Spartanburg County (LST 1192) with the U.S. Capitol barely visible under her bow, is tied up to the pier in Alexandria, Va., during a visit to the Washington, D.C. area. Spartanburg County held open house during the recent port call. (Photo by JO2 R. Rucker.)*

# ALL HANDS

MAGAZINE OF THE U.S. NAVY — 57th YEAR OF PUBLICATION  
NOVEMBER 1979 NUMBER 754

Chief of Naval Operations: ADM Thomas B. Hayward  
Chief of Information: RADM David M. Cooney  
OIC Navy Internal Relations Act: CAPT Robert K. Lewis Jr.  
Director, NIRA Print Media Div: LT Timothy J. Beecher

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## Covers

Front: Master Chief Petty Officer of the Navy Thomas S. Crow, who recently took over the office from MCPON Walker. The new MCPON discusses some of the things which concern him and other senior enlisted people in today's Navy. See page 18. Photo by PH1 Jim Preston

Back: Artist Bob Gebing's tribute to the Navy's famous Arctic and Antarctic explorer, RADM Richard E. Byrd, see page 6. Gebing is with Navy Publications & Printing Service's Graphics-Design Management Branch in Washington, D.C.

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# Currents

## Federal Employee Parking Charges



The Office of Management and Budget (OMB) has issued its directions in OMB Circular A-118 that federal employees be charged for parking at many executive branch installations (of which DOD facilities are one type). The parking fees will be charged at some federal facilities, generally in the most populated areas around the country. Charges are now slated to begin Nov. 1, 1979. This "pay-to-park" policy is a result of executive direction to encourage pooling in private vehicles and greater use of mass transit. The parking fees, still being determined by appraisals of commercial rates being charged in similar situations in each locale, will become effective in two stages. One-half of the prevailing rate will be levied when the program starts Nov. 1, with full costs being assessed after Oct. 1, 1981. No fees will be charged where the fair value of parking spaces is below \$10 per month. The program will be published in directive form when the details become firm.

## Nation Faces Test of Will Says Admiral Hayward



Chief of Naval Operations Admiral Thomas B. Hayward told the American Legion National Convention, "Today we are facing a major test of our national will." He used those words to drive home his points to the 4,000 convention delegates assembled to hear the conclave's feature address in Houston, Texas, recently. He said the United States must decide what is of utmost importance, telling listeners, "My concern—and it should be yours—is just where does national security fall within the order of our priorities?" He asked, "How firm is our resolve today? How staunch is our will?" Focusing on the state of the U.S. Navy, ADM Hayward told the legionnaires that our nation must maintain a Navy second to none. He told his listeners ours is the best Navy in the world today, citing new ships and planes making it even better. Balancing his enthusiasm for today's fine Navy, ADM Hayward next discussed the Soviet navy, its goals, and how we must be willing to compete with its buildup in the future. After describing the present situation, and projecting future trends, ADM Hayward posed a final question, asking, "Which country has a greater need for maritime superiority—the world's greatest continental power, or this nation, whose avenues of commerce, access to allies and economic livelihood are so heavily dependent on uninhibited use of the seas? The answer is obvious. . . ." ADM Hayward closed by calling on the legionnaires to be the catalyst that reawakens the American will—the catalyst that will ensure we will always have a Navy second to none.

## Female Aviator Assignment Policies



The current policy governing assignment of female officer and enlisted personnel to aviation billets is contained in NAVOP 120/79. A previous instruction (SECNAVINST 1300.12 of April 18, 1979) allows women to "...land on flight decks under conditions permitting temporary duty on naval vessels...as crew members or passengers in aircraft engaged in training or support," which will not expose them to combat situations. The instruction further provides for permanent duty assignment to squadrons flying support aircraft, and to shore duty combat aircraft squadrons in billets not requiring women assigned to fly combat missions. In accordance with this guidance, NAVOP 120/79 provides that female personnel may be assigned to force support and training squadrons (i.e., HC, VQ-3, VQ-4, FRS, VC, VAQ-33, VR, VRC, VRF, VX, VXE, VXN, VT and VFP shore component). Non-flying support billets are available in shore-based combatant aircraft squadrons (i.e., VP, VQ-1, VQ-2). In conjunction with these assignments, Navy women can: fly carrier on board delivery (COD) flights, carrier qualifications, deploy to auxiliaries as members of HC detachments, and perform TAD assignments for training or other professional development aboard any ship not expected to be assigned a combat mission while they are aboard.

## 1980 "Jane's Fighting Ships" Warns of Naval Balance Shift



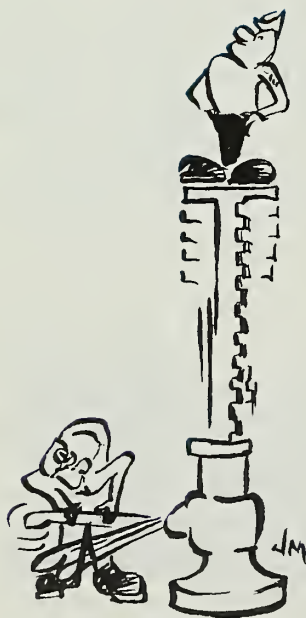
In the foreword to the authoritative *Jane's Fighting Ships* released in England last week, Editor John E. Moore says Soviet naval advances and other developments place the non-communist nations of the world in a precarious position in the coming years. The foreword to this annual book reports on naval developments involving major powers, blocs of countries, and important areas of the world such as the Mediterranean, Latin America and the Pacific. Ships now being planned will serve into the 2015-2020 era, Moore points out, complicating the various considerations that go into their planning and construction. There are significant capabilities in the U.S. Navy to counter Soviet developments—like their new 32,000-ton *Sovietsky Soyuz*-class ships, described as "battle-cruisers"—according to Moore, who is a retired Royal Navy captain and former Deputy Director of British Naval Intelligence. He cites U.S. computer designs and the capabilities they give new aircraft, like the F-14 *Tomcat* and A/F-18 *Hornet*, as some of these advances. Moore discusses developments such as new hull designs which may enable helicopters to fly from ships as small as 500 tons, power plants, along with new, simplified, more effective and dependable weapons systems as attractive paths for allied navies to explore. With 50 percent of Western naval budgets going to personnel costs, as compared to figures one-fourth that amount for the Soviet navy, the *Jane's* foreword suggests automation and simplification, swapping capital spending for people, as cost-cutting alternatives for the United States and its allies. The Soviet navy has grown beyond merely defensive requirements, Moore says. "The West remains dependent on worldwide sea routes, but has surrendered a large part of its capability to defend and watch over them," he concludes.



## CNO States Policy On Racist Organizations

Chief of Naval Operations Admiral Thomas B. Hayward stated his policy on racist organization activity in the Navy in a recent memorandum to flag officers, unit commanders, commanding officers and officers in charge. The Navy's senior officer emphasized that the team-oriented spirit of commands cannot be allowed to be damaged by the racist activities of a few. Activities of Navy people or groups that disrupt loyalty, discipline or morale, or which interfere with accomplishing the military mission of a unit, are clearly unacceptable, the CNO said. Commanding officers were told by ADM Hayward they can: prohibit meetings of racist organizations and solicitation of new members within Navy commands, prevent distribution of racist literature and materials, refuse to allow wearing of Navy uniforms at off-base activities involving advocacy of racist objectives, and make establishments which are focal points of racist activities off-limits. Such decisions must respect members' first amendment constitutional guarantees however. The admiral called equal opportunity more than just a social goal, stating, "prejudice and preparedness are incompatible."

## Enlisted Advancement System Update



Policy changes affecting the enlisted advancement system have been announced during the past few months, and several points concerning these policies are addressed in detail in a recent NAVOP message. Performance mark requirements for E-3s, modified by NAVOP 107/79, cancelled requirements for the July 31, 1979, E-3 evaluation. To accommodate this change, performance mark averages for active duty E-4 candidates (September 1979 cycle 84 test) will include all E-3 evals received between Jan. 1, 1979, and Aug. 31, 1979, instead of the March 1, 1979, through Aug. 31, 1979, span as previously announced in BUPERSNOTE 1418 of July 6, 1979. Although length of service requirements have been eliminated as a minimum requirement for participation in promotion exams for active duty people, the total active service (TAS) and other active service (OAS) must be entered in blocks 15 and 16 of each exam answer sheet (NETPDC 1430/2). Final multiple scores are still calculated to recognize total length of service, the sum of TAS and OAS, as a factor. Those who delete this information will lose points they otherwise may have coming to them. NAVOP 62/79 told E-8/9 candidates they would retain board eligibility for three consecutive boards following successful participation in a single exam. However, candidates eligible for consideration by the March 1979 (active) or April 1979 (inactive) E-8/9 boards, but who were not selected, must have their eligibility revalidated each year. This requires their commanding officer's recommendation on a completed worksheet (NAVEDTRA 1430/2). In addition, an exam answer sheet (NETPDC 1430/2) completed as directed in NAVOP 62/79 must be submitted via registered letter of transmittal to NAVEDTRAPRODEVNEN, Pensacola, Fla. Failure to revalidate eligibility or to achieve eligibility on an E-8/9 test will prevent a person from being considered by the March 1980 (active) or April 1980 (inactive) E-8/9 boards. All E-7 candidates must continue to participate in E-7 exams on an annual basis. Details of these policies are contained in NAVOP 123/79 of August 1979.

## SWOs Sought for Saudi Advisory Roles

Surface warfare lieutenants (junior grade), lieutenants and lieutenant commanders are being sought to serve as advisors to the Saudi Arabian navy, helping that nation's navy develop its infrastructure. Eighteen-month, accompanied tours—some as early as this fall—are available. Officers selected can expect guaranteed home ports for their next assignments (pre-SWOS department head officers will get their guaranteed home ports after completing SWOSCOLCOM). Interested officers may apply for screening (regardless of current rotation date) by message to COMNAVMILPERSCOM Washington, D.C. (Attn: NMPC 412) or by calling their detailer (AUTOVON 291-6013).

## PCS Household Information



According to ALNAV 71/79, the normal seasonal move problems created by heavy fall demands on moving companies are having greater impact than usual. Trucking strikes and energy shortages are pegged as the culprits. A number of steps have been suggested for military people making PCS moves this fall. Foremost among the suggestions is contacting household goods transportation offices as soon as a member has orders or a letter of intent to issue orders. A phone confirmation of orders is not enough for household goods offices to process a move request. In addition to the actual moves, storage problems, both at origin and destination, are being encountered. Both problems—moving and storage—are best countered by giving household goods people the maximum amount of time to make necessary arrangements. A number of suggestions are offered in ALNAV 71/79 for members and dependents traveling by private vehicles, including travel during daylight hours on major highways, sources of information on fuel availability, and other innovative ideas for military travelers. Of special note, Military exchange gas stations have been instructed to ignore local restrictions (odd-even, purchase limits, etc.) when the PCS traveler presents proof of status (a copy of orders with detachment and reporting dates). All members traveling on PCS orders this fall are strongly urged to read and record the vital information included in ALNAV 71/79 for up-to-date information that will help make their moves smoother.

## In Brief . . .

**SRB Changes Announced . . .** Latest selective reenlistment bonus levels—amendments to OPNAVNOTE 1133 of July 26, 1979—have been announced. See NAVOP 118/79 for a complete list of new eligibilities and changes to previous SRB levels.

**New mail address for CHAMPUS . . .** There's a new address for the Office of the Civilian Health and Medical Program of the Uniformed Services (OCHAMPUS). CHAMPUS claims should now be sent to: OCHAMPUS, Aurora, Colo. 80045. They were previously sent to Denver, Colo. Although the old address will still eventually get mail to CHAMPUS, using the new one will help ensure more timely response.



# RADM BYRD

## All his followers were volunteers

Although he insisted that the only way to explore the unknown was on foot, the mere mention of Richard E. Byrd brings into focus visions of aircraft flying over the vast white wastelands of Antarctica. It was by use of air power as an exploratory tool—more so than sled and dog teams—that Admiral Byrd found his niche in history.

Member of a prominent Virginia family, Richard Evelyn Byrd Jr. was born on Oct. 25, 1888, in Winchester. He attended Shenandoah Military Academy, Virginia Military Institute and the University of Virginia before gaining an appointment to the Naval Academy from which he was graduated with the class of 1912 (63 in a class of 156).

Older than most of his classmates, he saw duty in the battleship *Wyoming* for a year, followed by brief tours in the battleship *Missouri*, the armored cruiser *Washington* and the dispatch ship *Dolphin*. That his career would be a cut above the ordinary became evident when he twice performed rescues of drowning victims while aboard *Washington*.

Byrd was, however, to know setbacks early in his chosen career. In March 1916 he suffered a leg injury which brought about mandatory retirement in the rank of lieutenant (junior grade). But he was back in two months (restricted from long watches) as an instructor with the Rhode Island Naval Militia, followed by duty with the Bureau of Navigation—forerunner of today's Naval Military Personnel Command—as an organizer of the Commission on Training Camps.



*The explorer in the Antarctic in 1930 with his dog, Igloo.*

He took flight training at Pensacola under Walter Hinton (see "Walking Textbook on Early Flight" in the August 1979 *All Hands*) and was designated Naval Aviator 608. Byrd then went to Canada—a move he would later regret—in command of all American naval air forces there, including the air stations at Halifax and North Sydney in Nova Scotia.

With the end of the World War, he returned to Washington and got in on the ground floor of the planning for the first trans-Atlantic flight in history—the now famous flight of the NC-4 (see April 1979 *All Hands*). His job was to plan the navigational end of the flight and devise aerial navigation instruments.

He accompanied the flight to the true departure point at Newfoundland, fully expecting to continue as navigator of the NC-4. But at the last minute, a hitch surfaced—by order of the Secretary of the Navy, those with previous overseas duty were barred from the flight. Nova Scotia—in those days—was considered overseas duty; Byrd lost this spot in the history books but he wouldn't miss many more.

Two years later, in 1921, he was ordered to England to help with aerial navigation of the RZ-2, an ex-German dirigible. During a practice flight—which Byrd missed because he was late for takeoff—the RZ-2 exploded. Soon thereafter, Byrd returned to the United States.

After establishing Naval Reserve air stations in Chicago and Boston, he organized and commanded the Navy Flying Unit of the Navy-MacMillan polar expedition to Greenland in 1925.

The experience of flying over sea ice and glaciers in west Greenland fired his imagination and it wasn't long before Byrd was back in Washington with another request: Lieutenant Commander Byrd desires leave of absence to lead an "Aviation Arctic Expedition" to reach the North Pole by air. Permission granted.

On May 9, 1926, Byrd—acting as navigator—and his pilot, Chief Machinist's Mate Floyd Bennett, flew the 1,360 miles from Spitsbergen, an



island 275 miles east of northern Greenland, over the North Pole and back, completing in fifteen and a half hours what man had taken centuries to achieve. Their only trouble was a minor oil leak from the starboard engine of the tri-motor Fokker airplane. By order of Congress, both men were awarded the Medal of Honor, and by special act, Byrd was promoted to commander on the retired list.

Restless is the only word to describe Byrd. Within five months, he and four others flew a large plane 4,100 miles across the Atlantic. Because of poor weather on arrival, they were forced to ditch the plane in the surf at Val-sur-Mer on the coast of Brittany, France. Returning to the states, he learned the sad news that his beloved friend, Bennett, had died of pneumonia, at the age of 38, on the eve of their planned expedition to the Antarctic.

With large financial backing from Edsel Ford and John D. Rockefeller Jr., the polar explorer was able to interest Americans in contributing to the expedition (which cost approximately \$400,000) in days when a dollar was a dollar.

Byrd was not the first to use an airplane in the Antarctic. That distinction fell to Britain's George Hubert Wilkins, who used one on the

*Above: Byrd checks the sextant that he used during his 1926 polar flight. Right: The explorer with Charles Lindbergh in 1927; Byrd taught the "Lone Eagle" how to navigate over water.*





continent in 1928 just before the arrival of Byrd's expedition.

In December 1928, Byrd established his base camp—Little America—on the Ross Ice Shelf. The expedition soon discovered a large range of mountains which they named the Rockefeller Mountains and a large area of hitherto unknown territory beyond those mountains which became known as Marie Byrd Land, named after Byrd's wife.

A member of that 1928 expedition—and all subsequent expeditions—was an Eagle Scout named Paul Siple who was

picked to represent all the Boy Scouts of America. Paul Siple was to end up years later as Dr. Siple, in charge of all U.S. scientists on the White Continent.

Although he was automatically associated by others with the use of aviation as an arm of exploration, Byrd did not agree with the famous explorer and discoverer of the South Pole, Norway's Roald Amundsen (Dec. 14, 1911), that the airplane would take over the work from the man on the ground. Byrd countered that modern achievements should supplement traditional methods that would always

result in more accuracy and certainty. Therefore, all of Byrd's expeditions included dog teams; later American land parties would use tracked vehicles instead of dog teams.

It was on Nov. 28-29, 1929, that Byrd and three others made the famous 19-hour flight from Little America to the South Pole and back in their Ford Trimotor, aptly named the *Floyd Bennett*. No mishap occurred; it was a routine flight, although at one point, they had

*A moment of nostalgia—Byrd smokes his 12-year-old pipe and tobacco (at Little America in 1947) on his return to the Antarctic after WWII.*



to jettison cargo in order to lighten the plane, piloted by Bernt Balchen.

Within days, by special act of Congress, he was designated a rear admiral on the retired list.

Relieved of all active duty in October 1931, he undertook two more Antarctic expeditions (1933-35 and 1939-41) with the steamer *Bear* as his command ship.

It was during that 1933-35 expedition to Little America that the polar explorer-aviator almost lost his life. His plan was to spend seven months alone in a hut at a weather station called Bolling Advance Base. About 123 miles south of the main camp, he lived alone against the elements. Temperatures during the Antarctic winter dropped as low as minus 76° F. He kept in radio contact with the main camp but after a time, it became obvious that he was sick and, although he never called for help, a rescue party from the main camp showed up in the nick of time. After four and one-half months—from March 29 to August 10, 1934—the admiral was desperately sick from gas fumes and malnutrition, as well as frostbite.

It was Byrd's most controversial exploit. But those who accuse him of displaying bravado just didn't know Richard Byrd.

During the 1933-35 expedition, he was named commander of the U.S. Antarctic Service, charged with making discoveries of mountain ranges and other topographical features.

His service in World War II involved assisting the War Department in the development of cold weather clothing and he later reported for duty in the office of Admiral Ernest J. King. He headed a special board in 1942 which located and hastened the construction of advance bases for the fleet in the South Pacific. He also undertook a special mission to Europe and two more to the Pacific.

You had to be there in 1946-47 to



*Above: The explorer on his '47 flight over the South Pole. Right: Paul Siple during Operation High Jump; the front of his jacket bulges with extra gear used on the trail.*



# RADM BYRD

witness the avalanche of special request chits from fleet sailors trying to land a slot in Operation High Jump—Byrd's 13-ship expedition to the Antarctic, headed by the carrier *Philippine Sea*. His name was magic; wherever he chose to go, thousands wanted to be with him. At age 58, he fired the imaginations in others as fiercely as he had when he was 37 and still dreaming of conquering the North Pole by air.

With Byrd in charge, men and planes of Operation High Jump discovered and mapped 537,000 square miles of the Antarctic. The admiral made a second flight over the South Pole during High Jump.

The admiral served temporarily in the

*Right: The penguin rookery at Cape Hallett.  
Below: An early photo of the Navy's main  
station at McMurdo on the Ross Sea.*







Office of the Chief of Naval Operations following Operation High Jump, helping with international refugee relief.

Designated Officer in Charge, U.S. Antarctic Programs, the admiral started and accompanied Operation Deep Freeze to Little America V in 1955-56. (Byrd made his final flight over the Pole on Jan. 8, 1956.) Soon, the Navy moved from Little America (it was drifting slowly out to sea) to McMurdo Sound—the main base it occupies today.

Seven men of Air Development Squadron Six (VX-6), with Rear Admiral George Dufek, landed a twin-engine R4D (military version of the DC-3), named the *Que Sera Sera*, at the South Pole on Oct. 31, 1956. This was the initial flight—bringing in radar reflectors—for the construction of the original station at South Pole, or 90 degrees South. (See *All Hands*, November 1977).

From McMurdo, the Navy and its Seabees fanned out across the continent at the beginning of the International Geophysical Year (1957-58) to build the “Seven Cities of Antarctica,” stations to be used by American scientists during the exploration year.

Of course, the Geophysical Year was extended and the cooperation of the 13 nations involved set the stage for the continued peaceful exploration and

scientific investigation of the White Continent. The Navy, initially led by Admiral Byrd, continues its support of science in Antarctica year after year.



To some, Admiral Byrd may have been a bit too flashy—any such charge would have to be true—he was a master at public relations. Actually, he was no different than any other explorer. To get the job done took cash and cash could be had by making others know what one was doing. He had a name and he used it and, it must be remembered, much of his fund raising took place during the lean, depression years of the 1930s. Expeditions on a scale such as his Arctic and Antarctic endeavors were

*The guided missile destroyer USS Richard E. Byrd (DDG 23). Below: The admiral in later years.*

expensive affairs, especially if they were to succeed.

Byrd was a man who had his eye set on certain goals and, like any successful man, his determination never wavered. In his book, *Alone*, he described his experience at Bolling Advance Base during the Antarctic winter of 1934. But more than that, he described his concern for others. He was a simple, honest man, devoted to his family and the welfare of others.

There is no doubt that men trusted and followed him; he was a natural leader and he inspired those around him. He was cited no less than 20 times for bravery and outstanding conduct; all his followers were volunteers.

Rear Admiral Richard E. Byrd Jr. died in Boston, Mass., at age 68, in March, 1957, just three weeks after receiving his final award, the Medal of Freedom.

Today, there are reminders of this man. His sightless marble bust looks out today over the Ross Sea at McMurdo; his plane—the *Floyd Bennett*—is on view at the Henry Ford Museum, Dearborn, Mich., but then there is the greatest reminder of his impact on the world and the Navy: the entire Antarctic Continent.—JFC ↓



# Invitation to a Rose Festival

STORY BY JO1 JERRY ATCHISON  
PHOTOS BY JO1 JERRY ATCHISON  
AND PH2 PAUL FEIN

When Portland, Ore., unabashedly proclaims it's having a love affair with the U.S. Navy, you don't try to explain it. You just sit back, relax and let Portland prove it's serious.

More than 3,500 sailors from 10 Navy ships recently had that enviable opportunity. And many Oregonians, watching the ships leave after a five-day port visit, were secure in the knowledge they'd won a lot more sailors over to the "Portland's-the-best-liberty-in-the-States" club.

The occasion was the 71st annual Portland Rose Festival held this summer. In addition to the Navy ships, the 19-ship Rose Festival Fleet also included ships from the Coast Guard, the Canadian Navy and a Republic of Korea training ship.

Although Portland is a deep water port, it lies 110 miles from the ocean. The ships would travel up the Columbia River, passing between the rugged mountains and sweeping forests that have made the Pacific Northwest famous. They would stop at the river's mouth at Astoria, Ore., where they would embark about 800 Portland area residents for the nine-hour ride up the river.

If any group of sailors was ever ready for liberty, it was these 3rd Fleet sailors who were coming off a round of intensive exercises conducted in the North Pacific.

Vice Admiral Kinnaid R. McKee, Commander 3rd Fleet, had his own thoughts on the visit:

"They have looked forward to coming to Portland and to being involved in everything going on. I guess what they want to do is see if the legend is true, and it is. Portland has the prettiest weather, the prettiest girls, the nicest festival and the best liberty port on this or any other coast," he said.

There was, however, one note of skepticism. One lieutenant allowed as how he'd been to the Northwest before, but didn't have a very good time.

"I came out here three years ago with the Navy football team to play Washington," he said. "We lost, unfortunately. I think I'll enjoy this visit a little bit more."

Before dawn Thursday morning, a crowd of civilians milled about a charter fishing boat dock in Astoria. Occasionally, a youngster would detach from the group and peer into the drifting fog on the Columbia River. Out where the Columbia dumped her waters into the Pacific, eight U.S. Navy ships slowly made their way toward Astoria. (*USS Roanoke* (AOR 7) and *USS Hammer*

(DD 718) had entered port the preceding day).

As the sun rose and burnt through the fog, word was passed to climb aboard the charter boats that would ferry the group to their host ships.

"It's pretty exciting," one young woman said. "You're able to experience

## The Rose Festival Fleet

### United States Navy

*USS Kinkaid* (DD 965)  
*USS Florikan* (ASR 9)  
*USS Roanoke* (AOR 7)  
*USS Bronstein* (FF 1037)  
*USS Stein* (FF 1065)  
*USS Oldendorf* (DD 972)  
*USS Hewitt* (DD 966)  
*USS Hammer* (DD 718)  
*USS Albert David* (FF 1060)  
*USS Flasher* (SSN 613)

### Coast Guard

*USCGC Munro* (WHEC 724)  
*USCGC Yoeona* (WMEC 168)

### Canada

*HMCS Terra Nova* (DDE 259)  
*HMCS Chaleur* (PFL 164)  
*HMCS Thunder* (PFL 161)  
*HMCS Gatineau* (DDE 236)  
*HMCS Fundy* (PFL 159)  
*HMCS Chignecto* (PFL 160)

### Republic of Korea

Training ship *Hanbada*





# Rose Festival

all these huge, gigantic *boats*. And you get to see a little bit of what the Navy's all about.

"Besides, I think sailors are a particular breed of men. They're exciting, adventurous," she said.

A Portland businessman had his own idea: "Portland loves the Navy because

*Right: A Navy color guard and a U.S. Navy band lead off the annual Rose Festival Parade through downtown Portland. Below: USS Kinkaid (DD 965) receives a Portland greeting that includes fireboats, pleasure craft and crowds lining the bridges and shore. Opposite page: The spirit of Portland included a Rose Festival sticker on a policeman's gun.*





they come right into the heart of the city, moor at the sea wall and liven up the Rose Festival Association parades and Rose Festival week."

"I couldn't believe all the people who turned out to watch the ship go up river," a *Bronstein* seaman apprentice said. "There were all these people out in small craft waving as they followed the ships in. And there were others who had stopped their cars along the highway and were waving and shouting at us."

"These are my kind of people," added another.

At least one third class petty officer found it all a bit disconcerting. "People

rushed up to us to shake hands and greet us," he said. "To me, that was really something. I'm not used to that."

As the line of ships turned into the Willamette River channel and headed for the city's center, sailors manning the rails realized their reception was far from over.

The groups of people ashore became crowds as the ships neared Portland. And the following small craft suddenly grew in numbers until the river's surface was almost solid with them. As the ships passed through a string of open drawbridges, the crowds cheered from the bridges, buildings and roads on either side. The cheers mixed with the sound of hundreds of small craft air horns. And when the ships boomed out their own reply to the air horns, the cheers hit new noise levels.

Among the tours organized just for the sailors were trips to a brewery, a visit to an electronics plant, a run up to Mt. Hood or an afternoon at the Portland Zoo and Forestry Center.

A pamphlet, "Portland Passport," also offered a word of advice many sailors took to heart. It seems the sailor who goes on liberty in uniform in Portland gets the red carpet treatment.

"Everybody told me that they're crazy about these crackerjacks (uniforms)," a third class said as he stood in the liberty line, "so I thought I'd try it out and see."

As the ships tied up along downtown Portland's sea wall, many sailors were surprised to see they would be able to step off the ship and into the center of a carnival midway. But the Rose Festival Carnival—which stretched the entire length of the city's riverfront park—was to be only the tip of the liberty iceberg for many sailors in Portland.

Many of the chiefs aboard ship had their own plans for their first evening of liberty. It seems the Canadian ship *HMCS Terra Nova* decided an international gathering of CPOs in their chiefs' mess would be enjoyable. The hundreds of chiefs streaming over the ship's brow shortly after liberty was called confirmed this.

But as the sun began to set, thousands of other sailors obviously had their

attention set upon the carnival and the city that lay beyond.

"I'm ready to go," a sailor was overheard to say. So away he went, obviously ready to form his own opinions of liberty in Portland.

At the end of the sea wall sidewalk, a group of people made their way toward *Kinkaid*. The men were dressed all in white: white double-breasted suits, white straw hats, white shoes and socks.



The women wore white as well and carried large bouquets of roses.

It was the Royal Rosarians—a group of Portland men who each year promote the Rose Festival—and the Rose Festival Court come to perform one of their most important duties. Each year, they confer honorary Knighthood of Rosaria upon selected visitors.

It may have been an unusual start to the fleet's first full day of liberty in Portland, but then, the city was becoming known for the unusual.

For one group of sailors, though, it was to be a busy day that would leave little room for liberty.

The U.S. Navy Pacific Command Band—80 musicians drawn from Navy bands in Seattle, San Francisco and San





# Rose Festival





Diego—had a full day of music-making ahead of them. The band, which at times was broken down into a rock band, a disco band, a jazz band and a country and western group, entertained thousands of Oregonians at various events throughout Rose Festival Week and led off the Rose Festival Parade on Saturday.

Some sailors decided to take advantage of an innovative program called “Dial-a-Sailor.” By calling a local number, residents could invite any number of sailors to their home for dinner, or to any other events they wished to share. The residents called and left their names, phone numbers and any information about what plans they had for the sailors. This information was passed along to the ships, where interested sailors called back to accept the invitations.

Throughout the day, local people also got their first close look at the ships during general open house. The crowds that flocked over the bows of each ship indicated a lot of people wanted that close look.

A teenage girl was asked her reaction to the ships after she toured *Roanoke*.

“I couldn’t believe it,” she said. “I didn’t know they had all this neat equipment to keep our country safe. Of course there were many things I didn’t understand. But they were really nice and, if I had a question, they would explain it to me.”

A group of sailors was stretched out in one of the city’s parks, basking in the sun and relaxing.

“I’ve gotten sore feet from walking around town,” one said.

“I’m from Southern California,” said another, “and I’ve never seen so many trees in all my life.”

They were asked how they’d been treated since arriving in Portland.

“They go out of their way to say ‘Hi’ to you,” a third class petty officer said, “especially if you’re in uniform.”

“They make you feel welcome,” said the final member of the group. “Yeah, you really feel welcome in this town.”

The highlight of Rose Festival celebrations for many was the Saturday morning parade. And what a parade. The 1979 Grand Floral Parade carried the theme “World Records on Parade” and the more than 100 entries included 30 flower-covered floats.

But the parade, which lasted more than two hours, had among the hundreds of thousands who viewed it, at least one person who hadn’t planned on sticking around.

“I was just trying to get across the street so I could go back to the ship and get cleaned up,” a *Kinkaid* sailor said. “Then I saw the crowd and said, ‘Wow! There’s no sense trying to get through that crowd.’ So I just kicked back under a tree and watched it go by. It was pretty neat.”

And so it went at the Portland Rose Festival. More than 3,500 sailors were obviously no match for a million Oregonians. And as the Navy ships headed down the Willamette River to the Columbia, and then—finally—out into the Pacific Ocean, a group of sailors were probably already swapping sea stories that began, “Let me tell you about my liberty in Portland....” ↓



*Opposite page, clockwise from upper left: The Rose Festival fun was marked by friendly people, a carnival midway, rose-covered horses and one sailor's view of the parade with family and friends. Right: Representatives from across the United States vied with the roses and people for attention during the festivities.*





## “I like what I do”

Master Chief Aviation Maintenanceman Thomas Sherman Crow, a 27-year Navy veteran, recently assumed duties as the fourth Master Chief Petty Officer of the Navy (MCPON) during ceremonies in Washington, D.C. Shortly before relieving MCPON Walker (who retired), Master Chief Crow took time out from learning the ropes of his new job to discuss the challenges he and the Navy face during his tenure as MCPON. Here is that interview by *All Hands* staff photojournalist JO1 Jerry Atchison.

*All Hands: Have you learned anything about your new job as Master Chief Petty Officer of the Navy that surprises you?*

MCPON Crow: I'm not getting too many surprises because in my former capacity as a force master chief (of Commander Naval Air Forces Pacific) I had occasion to work with Master Chief Walker over the past year and a half.

The awesome part of the job is the way the whole organization is put together. My first impression is that it is going to be very difficult to find my way around, to get accustomed to the area, for one thing, and to know those I need to deal with and how to find them when I need help.

Master Chief Walker ensured a smooth transition. I feel very fortunate to have had the time to observe the things going on here and to get familiar with as many of the contacts he has had in his everyday business.

*All Hands: What is the greatest challenge you feel you will face as MCPON?*

MCPON Crow: We want to do

whatever is possible to increase retention. It's a known problem, one that's been with us for quite some time.

We've gone about as far as we can go with compensation. But every avenue that's available to us is being looked at. For me, an indicator of that is the last effort made by Admiral Hayward and the Joint Chiefs of Staff to get the pay cap moved up to something we can live with—like the 7 percent increase we are about to receive. We hope that things will get even better.

I'm going to have to spend a lot of time looking and trying to bring back information from the fleet as to what we can do in other areas as well. There are areas where we can make life better—the environment, job satisfaction, habitability and other personnel-related areas. If we're doing some of these things now, maybe we can do them better. By keeping my eyes and ears open and working closely with my counterparts, the fleet and force master chiefs, I can come back to Washington with some good ideas and suggestions for the CNO to consider.

*All Hands: Since you've come from a force master chief job, you already have an idea about the fleet's problems. Are there some things you've already identified that you want to tackle right away?*

MCPON Crow: If I had to name one thing first, it would be leadership in the Navy. I'm not talking about leadership from the officer ranks. I'm talking about the leadership that comes from our enlisted group.

I think we've got too many senior enlisted people right now who are not out there setting an example of the

kinds of positive leadership we've got to have to keep us going. We've got some apathetic senior petty officers—E-7s to E-9s—who aren't out there pushing.

I divide senior petty officers into two groups. The ones I see who just move along with the tide and don't do things as they should, I call E-7s, E-8s or E-9s. A member of the other group is a chief petty officer. He's hanging in there. He's probably experienced hard times before but he's gotten through it. He is willing and able to stand up and speak for his people, play the role he should and set an example.

*All Hands: In your opinion, who or what is responsible for this erosion of leadership?*

MCPON Crow: I believe there are a combination of reasons. First of all, we have to share some of that blame ourselves. An individual decides whether he or she wants to be an E-7 or a chief petty officer. They have to make that choice and live with it.

On the other side of it, right about the middle of the Vietnam War, I could detect a subtle change that took place in the basic leadership style we had in the Navy. For example, when I first became a chief petty officer, the chief was expected to run his work center. He was that hands-on, on-line supervisor fully responsible for taking care of business in that work center. Any kind of problems that had to do with people—personal problems, counseling, leadership and discipline—were handled by the chief.

I've seen that slowly and subtly fade away. What I see now, perhaps because so much pressure has been placed on our young officers to get in-



volved with their people, is that young officer moving into the work center and literally taking over the shop. Here's where my two categories of chief petty officers come into play.

A good, strong chief petty officer will explain to the young officer what his role is, as a chief, a work center supervisor.

It used to be that officers did their work out of their staterooms. Nowadays, you go aboard ship and the division officer's desk is right smack in the middle of the work center. Personally, I don't feel that's the way to do things. That should be changed. The direction to make that change and get back on track has got to come from higher up and I would like to be able to influence that if possible.

*All Hands: Will programs like LMET (Leadership, Management, Education and Training) help solve some of these leadership problems?*

MCPON Crow: I think they will go a long way toward solving them. LMET is definitely a good course, something every petty officer in a leadership role can benefit from. We have got to increase and expand these types of programs as rapidly as we can because there is just too little being done now.

There is also a very strong need right now for a senior enlisted academy like the sergeant major academy the Army and Air Force have. This is in the planning stage. Perhaps we will have something in the next year or so for our senior people like our own academy.

*All Hands: What is your assessment of Navy efforts to curb drug and alcohol abuse?*

MCPON Crow: Having worked in the drug and alcohol abuse program, I believe the Navy's got one of the best programs available anywhere—including the civilian world. We've done more, earlier, than almost everyone else.

The discouraging thing is the simple fact that our society as a whole has grown more tolerant of drug and alcohol abuse. It has reached the point where the general feeling is that it's an

accepted thing to abuse alcohol and drugs. Most of the areas we work in aboard ship and around aircraft are totally dangerous environments so we can't tolerate drugs or alcohol.

*All Hands: Why have you made the Navy a career?*

MCPON Crow: It started very early in my career. I came from a part of the country that, at the time, didn't have many ways for me to go, as far as a career is concerned. The Navy seemed to offer a lot of things I was looking for: training, security, income and a

chance to do that because I felt it would further me either in the Navy or when I got out.

I was able to advance at what I guess was an average speed. More importantly, I've gotten a tremendous amount of job satisfaction out of what I've done. That's the key thing: I like what I do and enjoy the military life.

I've been very lucky in those 27 years. I've had some really good duty and served under fine commanding officers. I've felt a shared concern for the people in my commands, I got help when I needed it and I've become one



chance to move up. So I joined and I've never been sorry.

After my first enlistment I wasn't really dedicated to a career. I had some good duty—I was stationed in Hawaii—and I'd had a good time. When it came time to reenlist I had the opportunity to get advanced training through the Navy's "B" school. I

of those people who feel the Navy's always displayed a sensitivity toward me.

*All Hands: What's going to be the toughest part of the MCPON job for you?*

MCPON Crow: If there's any one thing, it's knowing the tremendous

responsibility that comes with this job. Many people within the Navy look to you as their spokesman. That makes you want to do the job right, set an example and represent those people well. Living up to that expectation will be the hardest thing to do.

*All Hands: There are those who would suggest the job of MCPON is merely symbolic; that you are a white hat set adrift in a sea of senior officers. Your response?*

MCPON Crow: That's a lot of hogwash. Never once, in the year and a



half I was force master chief working for Vice Admiral Coogan (COMNAV-AIRPAC), did I feel like I was just filling a billet.

I was given the opportunity to speak to him any time I felt the need. I was never curtailed in anything I did. I saw, firsthand, decisions he made based on things I told him.

Just in the very short time I've been in Washington, I've seen the same cooperation, the same way of doing things. Master Chief Walker enjoyed good credibility with those people with whom he worked. He had access where he needed access. He was listened to and, when appropriate, action was taken. I don't think you can ask for more than that.

*All Hands: What direction do you see being taken in the assignment of women aboard ship?*

MCPON Crow: It's going to expand, there's no doubt in my mind. So far, the women who've come in the military have done a terrific job, assumed roles that were not traditional for them and carried them off very well. The only thing I could point out is that these women are now doing jobs so well they are putting a lot of pressure on guys to do their jobs even better.

There's going to be more women coming into the Navy so I believe their roles are going to expand and open up even more. That also means there's going to be more of a mix than we've ever had before. The male side of the house is going to have to learn to live with that fact, accept it and go out and do the job right alongside the women. For the most part, that's what they're doing.

*All Hands: Are we doing enough for our dependent population?*

MCPON Crow: This is one area of great concern to me. I went to the Family Awareness Conference in Norfolk last year. And one of the first things I did when I came in here to relieve Master Chief Walker was to sit in on one of the groups studying this program.

I see some things in the planning stages and a few things that have already happened that indicate the Navy does have a concern for and is moving out to take care of our dependent population.

We already have in operation two Family Services Centers—one in Norfolk and one in San Diego—with others being planned. The Navy's ex-

panding the program because there is a need. The whole face of the Navy has changed. We've got more military active duty families than we've ever had, so we've got to deal with the family. We've got to provide help and assistance wherever we can—and it's being done.

*All Hands: Each person brings his own "personality stamp" to a job. What sort of stamp will Master Chief Crow make on the job of MCPON?*

MCPON Crow: I would like the people I represent to feel I am sensitive to each of the views they choose to bring to me. I don't ever want to get in the position of turning anyone off. At the same time—and this is the difficult part of the job—I want those coming to me to understand they will be dealt with as fairly as possible.

I want to see the chain of command work. Those people in the chain of command—the command master chiefs, senior chiefs and chiefs—have the responsibility of taking care of problems and issues at their own local levels. They must bring these things to the attention of their commanding officers and they must try to get them dealt with before they go off to fleet or type commanders or before they come to Washington.

There are times when it is necessary to come to this level for assistance. But we must try to keep things within the right ball park and do the job at the command level.

I know there are people at all those levels who have an interest and a strong desire to do what's right with all their people. If they get the right information, they'll make the right decisions and take action that is in the best interest of the individual. Things filter up to this level that never should have gotten here, simply because people haven't done their job in the fleet.

*All Hands: What are your impressions of recent changes to the enlisted advancement system?*

MCPON Crow: I have mixed feelings about some of the changes. Some of the changes have made things better.



What they're trying to do is provide the potential for advancement for everyone who is qualified. Over the years, we've had certain areas in which an individual gets hung up. People are looking at ways to unstop these obstacles that prevent a man or woman from moving up through the ranks at a normal progression.

The command advancement program, for example, gives the commanding officer the authority to advance certain outstanding individuals within the command. That was a good move.

One thing that has to be cleaned up is our present evaluation system. Performance evaluations have always had a key place in my mind. During the selection board process, those evaluations are really the only measure you have of where an individual's been and the type of work he's done.

Over the years the system has become an inflated one. That's why changes about to be made are going to improve the evaluation system. But it has a long way to go.

Commanding officers, division officers and chief petty officers—anyone who writes an evaluation—have to do a better job. They've got to include the key elements the selection board needs. They must be specific about an individual's performance.

Going along with this, I think an individual should be evaluated and then immediately be counseled face to face. I don't think there's near enough of that going on right now and that's one of our biggest problems. It's always been a problem when one individual sits down and tells another individual something bad. We're not alone. It's the same way in civilian life.

*All Hands: Why is the Navy having trouble retaining mid-career personnel and what can be done to reverse the statistics?*

MCPON Crow: I don't think there's any one answer. An individual's decision to go or stay at any given time in a career is a very personal decision.

This day and age we're finding that the family has a tremendous impact on

whether or not the individual stays. If a person hasn't advanced at the rate one should, looks around and sees the rate of inflation passing him by and the wife having to work, it's difficult to look ahead to retirement.

Some people have been lucky enough to decide early on what they want to be. They've had good supervisors and good leadership to help them get where they want. When they've got that, they've got job satisfaction and those are the kind of people who will stay around and keep moving ahead.

If they haven't had that help when they've needed it, if they haven't felt



that personal touch that said, "Hey! The Navy *does* care about you," then they'll probably get out.

*All Hands: What can you do, personally, to improve the mid-career retention picture?*

MCPON Crow: I hope I can get some of our supervisors to take a look at themselves and how they handle their people. Do they provide that personal touch when an individual needs help? Do they make themselves accessible so they can apply the leadership that's necessary?

If I can provide the example myself, I think I can do a lot. If I can cause this

office—as it has in the past—to communicate with the sailors in the fleet about programs and policies, that will go a long way toward giving leaders the tools they need to get the job done.

*All Hands: How do you evaluate first-term retention?*

MCPON Crow: First term retention is gradually getting better. To make it even better I think it's important that those who've elected to make the Navy a career, communicate that fact to the young people. They've got to let them know why they've stayed around and show them, by example, the kinds of things the Navy's done for them. In short, we need our senior people to be very aggressive about their positive attitudes.

*All Hands: What are some of the intangible benefits of a Navy career?*

MCPON Crow: Camaraderie is one intangible. A person who's been in the Navy a few years finds almost no place in the world exists where he can't go and find a friend.

Support systems are there that aren't part of official policy. For example, when a family moves into military housing, the response to help that new family get settled is just tremendous.

The teamwork spirit we have to get the job done is another intangible benefit. There's a certain feeling that comes when you're able to get 12 airplanes in the air that I don't think many other jobs can offer. There's a good feeling a guy gets working on a flight deck—surrounded by a certain amount of danger—and doing a job that requires an awful lot of skill and talent.

There's the fact that an outfit trains an individual right out of high school and makes him a plane captain. A million-dollar plane is an awful lot of trust.

I have never been at a command in my career where shipmates have failed to respond when help was needed. We do try to help our own.

These, and others, are all intangible benefits. You can't put a label on them. They're just there.

## MCPON Walker

### A Final Word



MCPON Robert J. Walker

It is unbelievable how time passes by. It seems just like yesterday that I assumed the position of MCPON. But, then again, as I look back on a career of 31½ years, I wonder at how rapidly the days and years have flitted by to now, where I end that career.

Some may think it trite when I say if I had it to do all over again, I wouldn't change a thing. But it would be true. My career has been varied. I have served on many types of units, from destroyers to aircraft carriers, and in various capacities—instructor, command career counselor, and command master chief. Like everyone else, my career has had its ups and downs. But the positive has always counterbalanced the negative. Being master chief petty officer of the Navy has been the most important and rewarding phase of my career, and has left me with memories of people, places and events I shall never forget.

I have had the privilege of serving

with two Secretaries of the Navy, two Chiefs of Naval Operations and two Chiefs of Naval Personnel. These gentlemen have been truly outstanding in the dedication, perseverance and leadership they have displayed in maintaining our Navy as the greatest in the world.

Many beneficial changes have taken place in the last four years. Because of the Navy's emphasis on quality in recruiting, first-term attrition has decreased from a high of 42 percent to the present figure of 31 percent. All indicators point to this percentage decreasing even further.

For the first time, a group of senior enlisted personnel took an in-depth look at the enlisted evaluation system. Their recommendations have already caused—and will cause—significant positive changes to make the enlisted evaluation easier to understand, more honest in appraisal and more controlled in the areas of timeliness and correct insertion into service records.

Habitability is no longer a "lip service" operation, but a serious consideration not only in new construction, but in the overhaul of our older and larger ships as well. Proper ventilation, air conditioning and privacy for the individual sailor are key items being focused on. The MCPON and three fleet master chiefs are voting members of the Habitability Steering Group. This ensures an enlisted voice in all present and future issues revolving around habitability.

The redefinition of the roles and functions of master chief, senior chief and chief petty officers will lead to far better use of the Navy's senior enlisted through billet identification and far more responsibility. This, in turn, will enhance the entire enlisted ladder of promotion, prestige and opportunity for greater authority and responsibility. The establishment of a Senior Enlisted Academy for the Navy's senior chief petty officers will provide the additional training re-

quired to satisfy the increased prerequisites necessary for the duties of a master chief.

Reorganization of the Board of Correction of Naval Records, an effective weight control instruction and program, the enlisted surface warfare insignia and return to the jumper-style uniform for E-1s to E-4s are a few other items of significant progress made over the past four years.

Any individual who occupies a responsible position is only as good as the people who work for him. I have been singularly blessed with a superb staff since I've been MCPON. To all those dedicated, loyal and professional people go my heartfelt thanks.

The fleet and force master chiefs deserve special recognition because of the support and counsel given me during my tenure of office. Their contributions have significantly improved the status of the enlisted community. Here again, their efforts have been key factors in any success achieved over the past four years.

No accolade is sufficient to account for the contributions that my wife and six children have made to my career. They have stood by me through thick and thin and to them I can only offer my eternal gratitude and love.

My relief, Master Chief Tom Crow, Force Master Chief for COMNAVAIRPAC, comes to the position of MCPON with a seabag full of qualifications and credentials. There is no doubt in my mind that Master Chief Crow will add significantly to the credibility, value and prestige of the office of the Master Chief Petty Officer of the Navy. To him and his lovely wife Carol, I wish the best of luck and greatest success. It will be an experience they will treasure always.

I would like to leave you with one thought: "The prescription for success is outstanding performance."

To my shipmates of this great Navy of ours I wish each and everyone fair winds and a following sea.



# Bearings

## Tiger Trainer

How do you handle 37 tigers? "Very carefully," you say. However, USS *Saratoga* (CV 60) would reply, "Very easily."

In this case, the "Tigers" were 37 male dependents and guests hosted for a trans-Atlantic run from Rota, Spain, to the ship's home port in Mayport, Fla.

The Tigers, from eight to 67 years old, were given the opportunity to see not only what their sponsors do on *Saratoga* but also what the Navy does at sea. They soon found they weren't on a pleasure cruise. During the 13-day transit they lived as sailors—including reveille at 6:00 a.m.

On their first day under way, Tigers tagged along with their sponsors. Most were surprised to find how little they knew about their sponsors' jobs.

"I thought all my dad did was sit around and tell people what to do," said 11-year-old Sean O'Connor, son of Commander Thomas R. O'Connor, *Saratoga's* aircraft intermediate maintenance department head.

Knowing that life under way on an aircraft carrier might prove boring after a time, *Saratoga* devised a qualification system to designate worthy Tigers as *Sara* sailors. Tours of spaces were arranged and a booklet given each guest outlining 144 qualifications, each worth one point. Earning 40 points qualified the Tiger as a *Sara* sailor, 90 as a Senior *Sara* sailor, and 130 as a Master *Sara* sailor.

Qualifying chores included washing jets, learning the various classes of fires, chipping paint, taking the helm, or helping in the galley. At the end of the 13-day cruise, the majority of the Tigers

had qualified as *Sara* sailors with 12 qualifying as Master *Sara* sailors.



Above: With encouragement from BM2 Hilton, tiger Sean O'Connor tries his technique with the bosun's pipe.

Left: Tiger Tommy Pearson shoots a bearing through an alidade on the navigation bridge.



As a result of the cruise, the guests understand more completely what their sponsor does when deployed. In return for bringing the Navy to the Tigers, *Saratoga* sailors enjoyed a bit of home on their return from a six-month Mediterranean deployment.

## Rewarding Duty

Who says you can't get promotions while on shore duty? Navy men at Mobile Technical Unit Five (MOTU Five), based in San Diego, know differently. When it came time for the warrant officer/limited duty officer selections this past cycle, five of six MOTU Five applicants were promoted.

Senior chiefs and chief petty officers aspiring to master chief and senior chief selection also took exams. Four senior chiefs were promoted and four CPOs

received the silver star of senior chief rank.

Overall, MOTU Five had 21 men before selection boards this year and 13 were selected for advancement, a 61.9 percent advancement rate.

Lieutenant Commander Jerry N. Layl, officer in charge of MOTU five, said, "I'm not surprised. People here have said all along 'Being with MOTU Five is a rewarding experience.'"

—STCM J. L. White.

## Car With a Hook

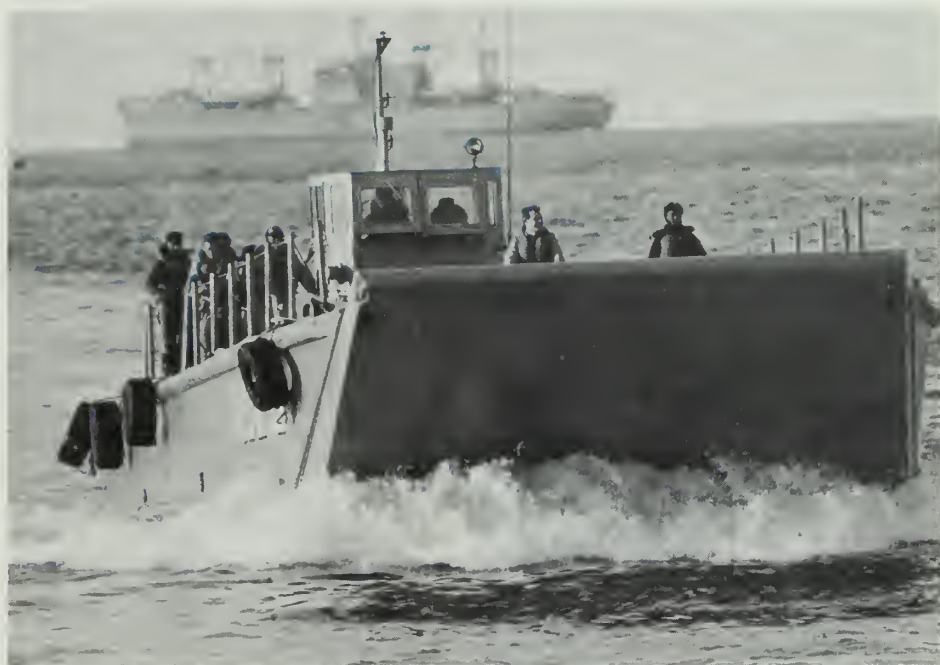
Is this the latest in foreign import cars? No, it's the VAW-116 Sun King Shot, a car with a tailhook, which was a central attraction at the Navy California Jubilee in May at the Coronado Amphibious Base. The car, sponsored by the Miramar Officers Wives Club, won "Best Game Booth" prize at the jubilee. The idea was to catch a wire as the car hurtled down the ramp; all proceeds were donated to Navy Relief.



Those who labored long and hard on the car were (l-r): AMH3 Gary Cantrell, AMH1 Mansueto Claro, AMS1 Brent Nicholl, AMS3 Jesus Duran, AMS3 Edward Cori. Seated for a ride is AMH3 Russell Long.

—Photo by PHAN Bob Jones.

## Reservists Storm Beach



If they weren't experts on beach assault when they got there, the 200 Naval Reserve participants felt like they were when they left. For two weeks this past summer, they joined 500 active duty Navy personnel and an Army group from Fort Eustis, Va., and lay siege to the beaches along Fort Story in Virginia Beach, Va.

The maneuvers were part of Operation OSDEX 2/7 (Off-Shore Discharge Exercise), a joint service training exercise involving Naval Reserve units from Cleveland, Ohio; Buffalo, N.Y.; Baltimore, Md.; Washington, D.C.; and Roanoke, Va.

Time and again, the seashore and sandy ridges along the beach became targets of assault forces moving in from the sea. When one maneuver was completed, the evolution started anew. Army motor vehicles rolled off Navy landing craft and headed up the beach,

loaded with supplies and equipment; communication sites and repair stations were set up; and then everything was packed up to start the training cycle all over again.

During the entire operation, instructors gave valuable lessons to the reserve Navy men—the people who might one day be called upon to provide support during a national emergency.

## Special Friends

"Operation White Hat" is the Navy's term for a new kind of liberty in Chicago. Every Saturday, a group of sailors from the Great Lakes Service Schools Command pack their AWOL bags and catch a bus to the Children's Memorial Hospital in Lincoln Park.

The sailors are primarily from the Fire Control Technician School and



# Bearings

Operation White Hat is a unique volunteer program which brings the men and children together each week for songs, games and sea stories. Lonely rooms seem brighter and dark corridors become raceways for wheelchairs and "banana carts" decorated with "Go Navy" stickers.



The project began 12 years ago with 10 men, and the backing of now-retired Navy Captain F.M. Lloyd. In 1967, then-service school commander Lloyd, at a nurse's request, visited a leukemia patient who was interested in the Navy. He presented the boy a lifetime visitor's pass to any U.S. Navy ship. The boy died before he was able to use the pass, but Operation White Hat was born.

"Our hospital thrives on volunteer service," said Ms. Joan Rehm, director of volunteer services. "Operation White Hat is probably the only volunteer program of its kind anywhere. Part of their impact is their uniforms. We call it Operation White Hat because the

children have always been delighted with sailors' hats."

Volunteers attend workshops to learn various skills in working with patients. When a sailor goes into the wards, he is able to seek out the special problems and needs of each child. The sailors are often more successful than trained staff members in reaching the children. Ms. Rehm said that is so because their "youth and their lack of professional training make it easier to establish rapport."

The hospital is the primary pediatric care center in several midwestern states for acute illness—especially leukemia—and patients' ages range up to 16 years old.

The sailors are a model of kindness and concern toward the youngsters. Many are able to coax a child to eat a

lunch that might otherwise go untouched, or to encourage a lonely, withdrawn child to mingle with others. "One of the problems we have here," Ms. Rehm said, "is the long dry spells without parties." One sailor solved that problem with frequent "unbirthday" parties where every child receives a gift. "We would have never thought of that," Ms. Rehm said.

How the children feel about the sailors of Operation White Hat is best summarized in a poem written by a patient:

"I once was alone with nothing to do, until this friend came along . . . He wore a white cap and a real big smile . . . He told me of sailing . . . of things I've never seen . . . stories on end. This guy with the white hat was some special friend."

—JOI Cindy Adams

## Bigelow Teachers

Participating in a pilot teaching program at the Mario Umano Harbor School of Science and Technology in East Boston, Mass., five crew members of USS *Bigelow* (DD 942) are giving some high school students a new dimension in education.

Electronics Technician Third Class William M. Jennings, Mineman Second Class Jay Jeffries, Operations Specialist Third Class J. Terry Hayes (left to right in photo), along with Radioman Third Class Brad Wilson and Personnelman Third Class Joey Wood, help conduct classes during a special activity period each week. Students explore subjects not in the regular curriculum, such as electronics, scuba diving, guitar playing and auto mechanics.

The non-graded classes average about 15-20 students per session. Supporting *Bigelow* crewmen are volunteer

teachers and other adults expert in specific areas. The program is sponsored by the Boston school system and by the Explorer Division of the Boy Scouts of America. About 40 instructors and 800 students participate.



## Music With Feeling

Sometimes there's more to music than what meets the ear.

Musicians in the Northeastern Navy Show Band could tell from the toe tapping, hand clapping and wide-eyed expressions that their music was coming through loud and clear, even though most of the audience had hearing disabilities.

The occasion was a Cultural Awareness Day sponsored by the Rhode Island School for the Deaf and open to the state's deaf community. Of the 300 people who attended the band concert, watched karate and gymnastics demonstrations, and performances by three mimes, 180 were students at the school.

As the Navy people played rock, soul, pop, and big band era selections, the

audience experienced their music on a multisensory level. What they saw and felt added much to what they actually heard.

For many, hearing was made possible by a "phonic-ears system." Wearing receivers set on a particular FM frequency, students were able to hear sounds broadcast through a special microphone also set on that frequency. During the concert, there were more than a dozen of the special mikes positioned in front of the band.

Even those without phonic ears could sing along and "hear" the beat because teachers used sign language to translate the vocals into visuals and the band's actions projected the rhythm.

Brass horns lifted and fell in time and musicians' fingers became a flurry of pulsating motion as they pushed shiny valves. Guitar and bass players swung

their instruments in dance rhythms as the keyboard man bounced on his seat to the tempo of his fingers playing the keys. Each band member visibly kept time for the benefit of those who could only see or feel.

But most of the audience felt the music. Using the largest sensory organ of the body—the skin—the audience delighted at the percussion and kept time to the vibrations bouncing off their bodies.

After just three numbers, Senior Chief Musician Arthur Rogers, show band director, invited the audience to come on stage and touch the instruments while they were being played. It was instant, jubilant chaos as the Navy musicians were engulfed by a mob of eager students. The brass section formed a musical circle around the spectators and soon there were curious hands "touching" the music as it left the various instruments. A few of the smaller children even hung onto the trombone player in appreciation for the good time they were having.

"The students loved it all," said Peter Geisser, an art teacher who helped coordinate the engagement through First Class Petty Officer Dick Peters, a Providence, R.I., Navy recruiter. "One of the best things about the show," Geisser said, "was that it was so real to the students. It wasn't canned music coming out of some machine, but real people making real music before their eyes."

Never had the band played for a more appreciative audience. By the end of the session, the students had touched more than the instruments—they had touched each musician's heart as well. —

—JO3 Dallas Bellamy



*Touching the trombone of MU3 Pete Tassey, students of the Rhode Island School for the Deaf experienced music on a multisensory level. (Photo by JO3 Dallas Bellamy)*



# MONTHLY BASIC PAY\*

## EFFECTIVE 1 OCTOBER 1979

| Pay Grade | Under 2 | Over 2  | Over 3  | Over 4  | Over 6  | Over 8  | Over 10 | Over 12 | Over 14 | Over 16 | Over 18 | Over 20 | Over 22 | Over 26 |
|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| O-9       | 3128.40 | 3210.60 | 3278.70 |         |         | 3362.40 |         | 3501.90 |         | 3794.10 |         | 3958.20 |         |         |
| O-8       | 2833.50 | 2918.40 | 2987.70 |         |         | 3210.60 |         | 3362.40 |         | 3501.90 | 3654.00 | 3794.10 | 3946.20 |         |
| O-7       | 2354.40 | 2514.60 |         |         | 2627.10 |         | 2779.80 |         | 2918.40 | 3210.60 | 3431.10 |         |         |         |
| O-6       | 1745.10 | 1917.60 | 2042.70 |         |         |         |         |         | 2112.00 | 2446.50 | 2571.60 | 2627.10 | 2779.80 | 3014.70 |
| O-5       | 1395.90 | 1639.20 | 1752.30 |         |         |         | 1805.70 | 1902.30 | 2029.50 | 2181.60 | 2307.00 | 2376.60 | 2459.70 |         |
| O-4       | 1176.60 | 1432.20 | 1528.20 |         | 1556.10 | 1625.40 | 1736.10 | 1833.90 | 1917.60 | 2001.30 | 2057.10 |         |         |         |
| O-3       | 1093.50 | 1222.20 | 1306.50 | 1445.70 | 1514.70 | 1569.60 | 1653.90 | 1736.10 | 1778.70 |         |         |         |         |         |
| O-2       | 953.10  | 1041.30 | 1250.70 | 1293.00 | 1319.70 |         |         |         |         |         |         |         |         |         |
| O-1       | 827.40  | 861.30  | 1041.30 |         |         |         |         |         |         |         |         |         |         |         |
| O-3E      |         |         |         | 1445.70 | 1514.70 | 1569.60 | 1653.90 | 1736.10 | 1805.70 |         |         |         |         |         |
| O-2E      |         |         |         | 1293.00 | 1319.70 | 1361.70 | 1432.20 | 1487.40 | 1528.20 |         |         |         |         |         |
| O-1E      |         |         |         | 1041.30 | 1112.10 | 1153.20 | 1194.90 | 1236.60 | 1293.00 |         |         |         |         |         |
| W-4       | 1113.90 | 1194.90 |         | 1222.20 | 1278.00 | 1334.40 | 1390.20 | 1487.40 | 1556.10 | 1611.30 | 1653.90 | 1707.90 | 1765.20 | 1902.30 |
| W-3       | 1012.50 | 1098.30 |         | 1112.10 | 1125.30 | 1207.50 | 1278.00 | 1319.70 | 1361.70 | 1402.50 | 1445.70 | 1501.50 | 1556.10 | 1611.30 |
| W-2       | 886.80  | 959.10  |         | 987.00  | 1041.30 | 1098.30 | 1139.70 | 1181.40 | 1222.20 | 1265.10 | 1306.50 | 1347.90 | 1402.50 |         |
| W-1       | 738.90  | 847.20  |         | 917.70  | 959.10  | 1000.50 | 1041.30 | 1084.20 | 1125.30 | 1166.70 | 1207.50 | 1250.70 |         |         |
| E-9**     |         |         |         |         |         |         | 1265.40 | 1294.20 | 1323.60 | 1354.20 | 1384.20 | 1411.20 | 1485.60 | 1629.60 |
| E-8       |         |         |         |         |         | 1061.70 | 1091.40 | 1120.50 | 1149.90 | 1179.90 | 1207.20 | 1236.90 | 1309.50 | 1455.60 |
| E-7       | 741.30  | 800.10  | 829.80  | 858.60  | 888.30  | 916.20  | 945.60  | 975.00  | 1019.10 | 1047.90 | 1077.60 | 1091.40 | 1164.90 | 1309.50 |
| E-6       | 640.20  | 698.10  | 727.20  | 757.80  | 786.00  | 814.80  | 844.80  | 888.30  | 916.20  | 945.60  | 960.00  |         |         |         |
| E-5       | 562.20  | 611.70  | 641.40  | 669.30  | 713.10  | 742.20  | 771.90  | 800.10  | 814.80  |         |         |         |         |         |
| E-4       | 540.30  | 570.60  | 603.90  | 651.00  | 676.80  |         |         |         |         |         |         |         |         |         |
| E-3       | 519.60  | 548.10  | 570.30  | 592.80  |         |         |         |         |         |         |         |         |         |         |
| E-2       | 500.10  |         |         |         |         |         |         |         |         |         |         |         |         |         |
| E-1       | 448.80  |         |         |         |         |         |         |         |         |         |         |         |         |         |

Naval Academy Midshipman and ROTC Members and Applicants \$375.60 per month.

\*If no amount shown for a pay grade under cumulative years of service, the amount immediately to the left applies. In addition, basic pay is limited to \$3958.20 by Level V of the Executive Schedule.

\*\*Basic pay while service as Senior Enlisted Advisor of the Navy is \$1980.90.

### BASIC ALLOWANCE FOR QUARTERS

### BASIC ALLOWANCE FOR SUBSISTENCE

| PAY GRADE | WITHOUT DEPENDENTS<br>FULL RATE | PARTIAL RATE | WITH DEPENDENTS |
|-----------|---------------------------------|--------------|-----------------|
| O-10      | 383.10                          | 50.70        | 479.10          |
| O-9       | 383.10                          | 50.70        | 479.10          |
| O-8       | 383.10                          | 50.70        | 479.10          |
| O-7       | 383.10                          | 50.70        | 479.10          |
| O-6       | 343.80                          | 39.60        | 419.40          |
| O-5       | 316.80                          | 33.00        | 381.60          |
| O-4       | 282.30                          | 26.70        | 340.50          |
| O-3       | 248.10                          | 22.20        | 306.30          |
| O-2       | 215.40                          | 17.70        | 272.70          |
| O-1       | 168.00                          | 13.20        | 219.00          |
| W-4       | 271.80                          | 25.20        | 328.20          |
| W-3       | 242.40                          | 20.70        | 298.80          |
| W-2       | 210.90                          | 15.90        | 268.20          |
| W-1       | 190.50                          | 13.80        | 246.60          |
| E-9       | 205.20                          | 18.60        | 288.60          |
| E-8       | 189.00                          | 15.30        | 266.70          |
| E-7       | 160.80                          | 12.00        | 248.10          |
| E-6       | 146.10                          | 9.90         | 228.30          |
| E-5       | 140.40                          | 8.70         | 209.70          |
| E-4       | 123.90                          | 8.10         | 184.50          |
| E-3       | 110.70                          | 7.80         | 160.80          |
| E-2       | 97.80                           | 7.20         | 160.80          |
| E-1       | 92.40                           | 6.90         | 160.80          |

OFFICERS:

67.21 per month

ENLISTED MEMBERS:

When on leave or authorized to mess separately

3.21 per day

When rations in-kind are not available

3.62 per day

When assigned to duty under emergency conditions where no messing facilities of the United States are available:

4.79 per day

# A Different Kind of Job

BY JOCS JOHN D. BURLAGE

Commander McGee is tall, slim and has plenty of shipboard duty behind him. He spent much of his 18-year career aboard destroyers, ammunition ships and tankers, where he served as chief engineer, executive officer and as commanding officer. Now serving on the staff of Commander Naval Forces Marianas, Commander Hudson McGee is Special Assistant for Guam, a job that has given his career new dimensions.

"My principal function is to serve between the Navy community on Guam and the local civilian community—government, business, and the diplomatic corps," McGee said. "I'm primarily a communications bridge, with the main purpose of trying to identify potential problems between the two communities and 'head 'em off at the pass.'"

Those who meet him—and there are many—regard him as the Navy's diplomat in uniform, a trouble-shooter, an ambassador of good will.

Now some might ask, why would a surface warfare officer accept a community relations billet? Because McGee, besides being a qualified surface warfare officer, is a qualified specialist in international relations.

He came to Guam with some of the best possible on-the-job training. During the Vietnam War, he served as an adviser to a Vietnamese navy coastal group—the well-known "junk force"—

*Meeting frequently with Paul Calvo, governor of Guam, McGee keeps the lines of communication open between the Navy and local government.*







north of Nha Trang. Just before his present assignment, he completed a tour as Navy liaison officer to the American ambassador to the Bahamas.

Then, too, he holds a master's degree in international affairs from George Washington University, along with a bachelor's in industrial management from the University of Texas.

His on-the-job experience and his educational background have helped McGee on Guam, even though he quickly emphasizes that the Pacific island is not a foreign country. Its status as a territory makes the people of Guam American citizens.

"However, because of the physical separation from the mainland and the unique aspects of its being a territory, many of the same principles and methods one uses in the international arena are also valid here," says McGee.

McGee is a man on the go, going anywhere and everywhere, whenever Navy-civilian interests can be benefited.



*On the road or at home with his wife, Mary, and son, Michael, McGee lives his job. Right: Using every opportunity to foster Navy/civilian relationships, McGee listens to the Guamanian Senator, Antonio Unpingco.*



*Whether briefing his boss, RADM David S. Cruden, Commander Naval Forces Marianas, or balancing a plate of fiesta food, it's all part of a day's work for the Navy's Special Assistant for Guam. (RADM Robert Fountain has since relieved RADM Cruden.)*



There are meetings to attend, often several a day—understandable when you consider that the commander is an active member of seven different committees and involved in dozens of community organizations and groups, including the Territorial Board of Education.

There are formal and informal sessions with political and civic leaders. Governor Paul Calvo and several senators are among McGee's frequent contacts.

And there are social functions by the score, local fiestas and other celebrations—the type which, “given the nature of my job,” said McGee, “I’m

more or less compelled to attend. In another job, I might choose to go fishing instead, but my wife and I enjoy these gatherings, so it works out.”

During a normal working day, McGee might be called upon to assist a Guamanian VIP to obtain a vehicle pass onto Navy facilities, or he might be asked to judge a hat-making contest at a local elementary school.

And, of course, there is the important task of keeping his boss, Rear Admiral David S. Cruden, and other senior officers informed of community problems and the political pulse.

McGee estimates he spends about 30 percent of his working time “putting out fires,” or coping with problems of a more personal nature than those normally handled by diplomats.

Are Navy parents having problems getting their children to school because buses don't show up? If so, McGee will find out why.

Is there a conflict between a Navy person and a local government agency? McGee will sort it out.

“The idea is to ensure that Navy people and their dependents receive fair and equal treatment,” said McGee. “I’m finding that, in most cases, they are. There may be some shortcomings, but

people are experiencing them uniformly.”

McGee said that because the military community comprises almost one-quarter of the population, it makes them much more visible than they might be at other commands.

“Another thing that makes Guam different is the fact that the island was, for many years, under U.S. military jurisdiction,” said McGee. “Guam even had naval governors. It still has a fairly young government. They’ve had only three elected governors,” he said, “and there are still occasional rough spots in points of view between the Navy and the new government.”

McGee said that as time goes on, and the two communities function better together, his billet will become less and less involved with individual matters and more involved with problems of an overall Navy-civilian viewpoint.

Even though his office remains open to visitors with a problem, fact is, McGee spends so much time running down problems—“putting out fires”—attending meetings and helping people elsewhere on the island, that his office is often nothing more than a place with his name on the door. ↓



# Lady Lex— Focal Point of Naval Air

STORY AND PHOTOS  
BY JO1 JERRY ATCHISON

She is the Navy's oldest and most battle-scarred aircraft carrier. During World War II, kamikaze planes slammed into her flight deck and island superstructure. Torpedoes split open her hull and the white pine planks of her 910-foot flight deck have withstood the brunt of 36 years of almost continuous landings and takeoffs.

But USS *Lexington* (AVT 16) is a feisty old lady who wears her age not just well, but proudly, for she continues to do a job that makes her a focal point of naval aviation. She is the Navy's sole training aircraft carrier.

The flight deck of "Lady Lex" makes the first—and most lasting—impression on fledgling naval aviators who get their first look at an aircraft carrier from a Navy plane or helicopter. Indeed, it is this first impression of flight operations

aboard an aircraft carrier that plants habits a good naval aviator will carry throughout his or her career.

So while *Lexington* is an aircraft carrier much like other Navy aircraft carri-

*Below: USS Lexington (AVT 16). Facing page top: Jet blasts and wind make communication difficult on Lex's flight deck. Bottom: The flight deck ballet includes the man who unhooks the arresting wire from A-4s and other aircraft. Lexington went into the yard in mid-October for a seven-month overhaul.*







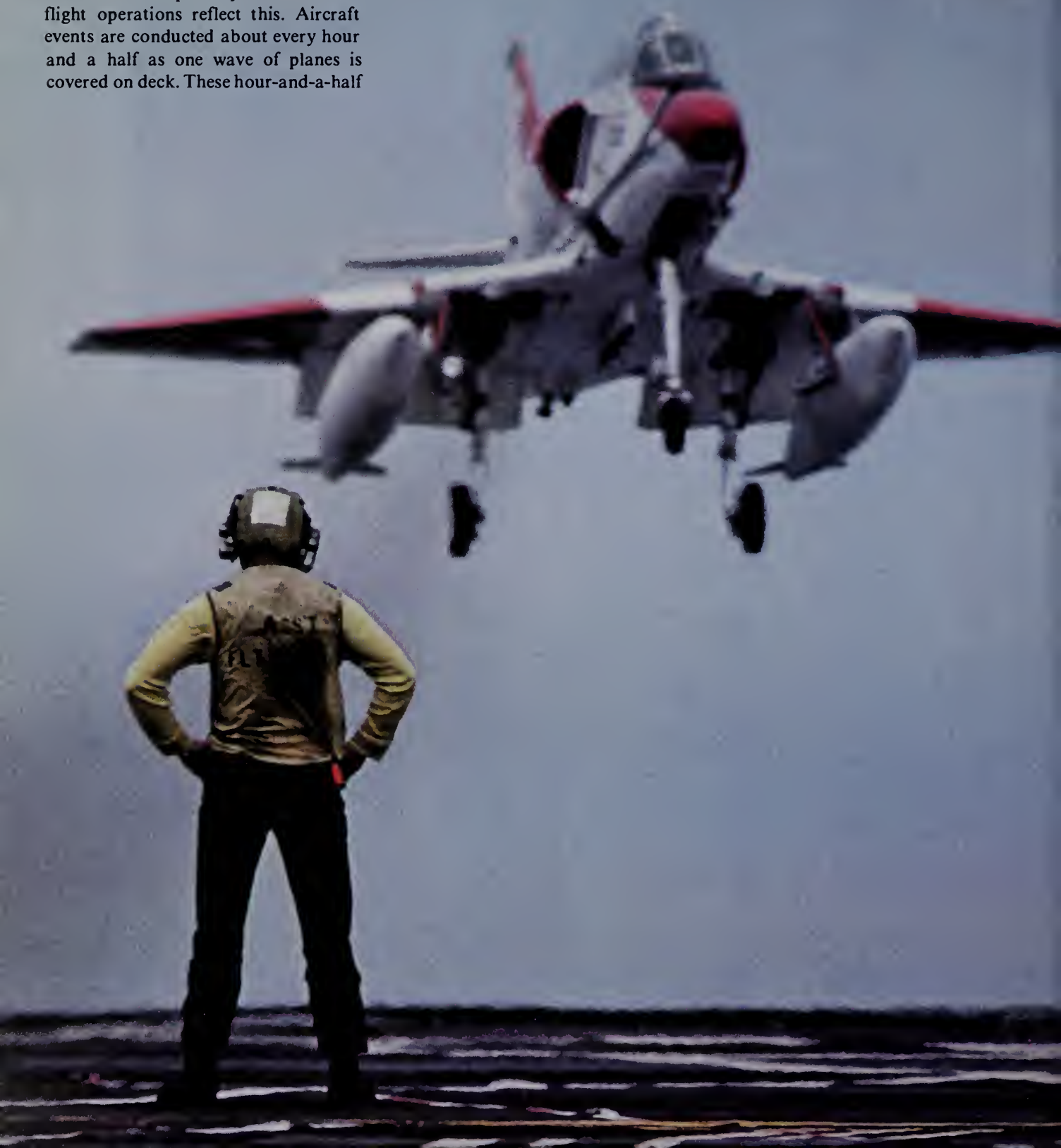
ers, she's got a special job to do and special people who see the job gets done. That makes her and her crew different. Go to sea with *Lexington* and these differences become apparent.

Insertion of air power is a fleet aircraft carrier's primary mission and flight operations reflect this. Aircraft events are conducted about every hour and a half as one wave of planes is covered on deck. These hour-and-a-half

cycles usually allow flight deck crews a breather between events throughout the day.

Aboard *Lexington*, flight operations go on without stop throughout the day because she carries no embarked air

wing. Instead, student pilots, requalifying pilots and Naval Reserve pilots fly from the beach and rendezvous over *Lexington* according to a schedule that provides for non-stop landings and launchings. No sooner has one group of beach-based aircraft completed



practice landings and take-offs when another group begins the same process.

As part of the Naval Air Training Command, *Lexington* qualifies student helicopter, fixed-wing (prop and jet) aircraft pilots flying out of Naval Air Stations Corpus Christi, Texas, and Pensacola, Fla. The carrier also qualifies RAG (Replacement Air Group) pilots in the A-7 and A-6 aircraft from stations on both the East and West Coasts of the United States. Finally, the ship conducts routine carrier qualification exercises for Naval Reserve pilots.

Another item which separates *Lexington* from her fleet counterparts is also that which may best reflect her primary job—training. Handling aircraft “by the numbers” is the name of the game on all carrier decks. On *Lexington*, those strict operating procedures are given special emphasis. For here, the *Lexington* crew is dealing with student pilots who may be experiencing the fast-paced and always dangerous environment of the flight deck for the first time. So it is not only the flight deck crew’s job to ensure the safe and efficient handling of aircraft on deck, but also to supplement and reinforce those hundreds of hours of instruction received by the new Navy pilot.

So old and weary though she may be, *Lexington* is an aviator’s first link between sea and air, and the Navy’s first step toward total projection of sea power.

Shortly before dawn, flight quarters are called over the IMC. Walking abreast across the flight deck, people in red, yellow, blue, green, purple and white jerseys, picking up any stray objects; objects that would damage a jet engine if sucked through an intake.

Meanwhile, a helicopter rotates her blades, preparing to take up its station as plane guard.

The eastern sky and waters of the Gulf of Mexico reflect the sun still just below the horizon. The flight deck activity builds as the ship picks up speed and heads into the wind. The flight deck crewmen check life vests, strap on helmets and take their stations. Their muscles unconsciously strain—then relax—and strain again as wind gusts across the pitching flight deck. It’s an exercise that won’t stop until flight ops have finished for the day and the ship is slowed in the water.

It has been called a flight deck ballet, and for good reason. Men, equipment and aircraft are precisely choreographed as they move about the limits of the flight deck. To do otherwise is to court disaster. This is not to say this flight deck ballet is a timid dance; the opposite is true.

Crewmen skirt jet blasts and intakes, and race around spinning props even as the deck pitches beneath them. They gently replenish aircraft with volatile liquid oxygen and fuel while leaning into the high winds that whip around the island superstructure. They spin, race and leap as aircraft land, taxi forward and take off.

The scene is familiar but never boring—to flight deck veterans. *Lexington*’s flight deck might be smaller than that of most Navy aircraft carriers today, but that only serves to compress the action and reduce the margin for error.

*Lex*’s flight deck crew also think it takes a special state of mind to get the job done. A yellow-shirted aircraft spotter explained: “Although this is the third carrier flight deck I’ve worked on, none of the others compare to *Lexington*. For one thing, you can never forget—and I mean *never*—that these are student pilots.

“Because of that, you don’t treat even the simplest evolutions as a matter of routine. For example, a flight deck is like a second home to fleet pilots. But it’s a brand new experience for student

pilots who suddenly learn it was a lot easier taxiing their planes on a wide-open, shore-based runway than it is on a tiny, tossing flight deck.

“Ashore, if you give your plane a little too much power as you taxi, that’s OK. You’ve got plenty of concrete left on which to slow down. Here, just a touch too much power as a plane taxis toward the catapults can result in crunched planes, equipment or people.

“So student pilots learn when they come aboard that the tolerances have to be cut much finer than even they might have expected. And right in the middle of all this learning is the *Lexington* flight deck crewman,” he said.

For many Navy student pilots, the months of intensive flight training boil down to a real world final examination called carrier qualifications. The student is required to complete two touch-and-goes and four to six arrested landings.

The word is passed on the flight deck to “prepare to recover aircraft” as four T2-C *Buckeye* aircraft arrive overhead. The T2-C, the Navy’s primary jet trainer aircraft, is used by student jet pilots performing their first carrier qualifications.

Immediately, each flight deck crewman knows these are probably student pilots and not “old pros” who are merely requalifying. “We get on our toes just a bit more when we hear we’re recovering T-2s,” a blue-shirted plane handler said.

The first T2-C banks around and lines up on the angled flight deck. The Landing Signal Officer (LSO) gets a “green light” signifying the flight deck is clear and ready for recovery and begins





Top: Before flight operations begin, Lexington flight deck crewmen practice rigging an emergency net used to catch planes without tailhooks or with mechanical difficulty. Above: A Landing Signal Officer (LSO) talks aircraft in for landing. Right: "Purple shirts," members of the flight deck fuel team, draw a fuel sample for testing.

talking the plane into position. The plane will make a "touch and go," with tailhook up. The plane will simply touch its wheels to the deck before going to full power and shooting off into the sky.

"You are slightly above glide path," says the LSO as he begins a nonstop stream of directions to the pilot in the T2-C approaching the flight deck.

The plane appears to hang in mid-air, its wings occasionally wobbling until, with a burst of jet blast, it flashes by the LSO, touches the deck and shoots back into the air.

In quick succession then, the four T2-Cs complete their "touch and goes" and prepare for their arrested landings. The first plane, again appearing to hang in mid-air, travels at about 120 mph as it makes its final approach.

The pilot must land precisely so that his extended tailhook catches and holds one of the four arresting gear cables stretched across the flight deck's stern.

The plane flashes past the LSO, catches the number three wire and slams to a halt. As blue and yellow shirts run up to the plane it rolls back a bit to release tension on the wire and its tailhook is raised. It is quickly guided forward to the catapults as another T2-C begins its final approach for an arrested landing. Speed is of the essence if the deck is to be cleared and the LSO given a green light for the next plane's landing.

And so goes *Lexington's* version of the flight deck ballet. The grand old lady of Navy aircraft carriers continues to steam in the Gulf of Mexico, her home waters since 1962, doing her part to ensure naval aviation continues to produce the best pilots in the world. She is, indeed, a special aircraft carrier doing a very special job.

## Lex's Color Code

For those who've never worked around an aircraft carrier flight deck, the many different colored jerseys worn by the crew might appear the work of a uniform board that couldn't make up its mind. Actually, just the opposite is true.

Each flight deck crewman wears a colored jersey that indicates his specific job on the flight deck. At a glance, seasoned flight deck crewmen can tell who is where, what they're doing and why, just by sighting the different colored jerseys.

The jerseys have long sleeves and turtle necks to protect the crewman's skin against jet blast, blowing debris, wind or possible explosion or fire.

Here's a breakdown of *Lexington's* flight deck crew by shirt color. Other aircraft carriers with embarked air wings would include people with additional jobs to do on the flight deck than those listed here, as well as other colors.

**Yellow**—These are the aircraft spotters on the hangar deck, flight deck and catapults. They work for the "head yellow shirt"—the Aircraft Handling Officer—who ensures aircraft and men are moved about the ship as safely and efficiently as possible.

**Blue**—Blue shirts might also be called the flight deck's "worker bees." They

work for the yellow shirts handling the aircraft by chocking wheels, attaching tie downs or by placing covers over jet intakes, among other duties.

**Red**—All members of the flight deck's crash, salvage and firefighting crew wear red shirts as they man firefighting hoses and a fire truck during all flight operations.

**Green**—Aboard *Lexington*, a green shirt is the mark of a member of the catapult and arresting gear crew. Members of the maintenance crew also wear this color. They are in charge of ground support equipment, catapult and arresting gear and maintenance of aircraft onboard.

**Purple**—These are members of the fueling crew. They are found on the flight deck or hangar deck, either defueling aircraft when necessary to balance it or refueling those in need of gas.

**White Checkered**—Just before an aircraft is launched off the catapult, the man in a white checkered jersey checks and double checks the plane, ensuring all is right for a safe launch.

**White with a Red Cross**—This is the jersey of the flight deck hospital corpsman, one of whom is on the flight deck throughout flight operations.



An A-4 Skyhawk launches into the late afternoon Gulf of Mexico sun.



# Nylons VS. T-Shirts!

BY JO1 KIRBY HARRISON

The days of "spit and polish" are not gone. There are still Navy shoeshines that are not a product of synthetic leather and a can of spray gloss.

There are still Navy men and women who can take an old shoe and, with paste-wax polish, a book of matches and a soft T-shirt, produce a shine that will pass any inspection.

Navy Hospital Corpsman First Class Kathy McDanel at Pearl Harbor, with the aid of a cigarette lighter, melts the wax, applies it and then buffs with a soft cloth.

"But for fine buffing," she says with a grin, "I use a pair of old panty hose."

Petty Officer McDanel isn't the only one who uses nylons for buffing. Men use them, too, but not many go out and buy them. There is a certain embarrassment for a guy to ask for a pair of panty hose and have a clerk look him over from head to toe, and ask with a snicker, "What size do you have in mind, dearie?"

Nylons or not, most Navy men believe that when it comes to the best shine, the old, white T-shirt beats panty hose anyway. The T-shirt method requires small amounts of paste-wax polish and alternating applications of water or, more commonly, spit and a lot of elbow grease. It seems likely that this is where the term "spit and polish" originated.

If the deep, glossy shine doesn't appear, hot weather might be keeping the paste wax from hardening. According to the "experts," the best way to eliminate this problem is to use ice water. Leaving the shoes overnight in the refrigerator is another solution.

That technique may be strange, but it's not likely to bother anybody who would use spit anyhow.

There are two types of paste wax, one labeled specifically as "shoe" polish and the other as "boot" polish. Among Marines, opinion has it that "boot" po-





lish is superior because it hardens more readily under warm conditions and keeps a gloss longer.

Unlike Marine-issue boots, Navy Seabees' boots are impregnated with oil for waterproofing. Seabee Builder Constructionman Joe Lombardo points out that before putting an inspection shine on his boots, the oil must first be removed. According to Lombardo, oven spray cleaner works real well. Seabee Master Chief Petty Officer G.W. Humphries agrees that oven cleaner will do the trick, but adds that it can also remove the black dye.

According to many Seabees, there is a simple solution to the oil problem. And why not, for these men have perhaps the best reputation in the Navy for improvising. Wearing their new boots, they just wait until concrete is being poured and then stomp around in it a little while. They pretty much agree that it's the lime in the concrete mixture that leeches out the oil.

"Acrylic floor wax gives an even higher gloss," said Lombardo, "but after awhile you need steel wool to take off the layers of wax; otherwise, you've got problems with cracking."

In recent years, a popular solution to the time-consuming spit-shine has been to spray on a nice gloss. A number of manufacturers offer a spray-on shine in aerosol form.

"It tends to crack if it goes on too thick," said Construction Apprentice Bill Buckley, "and if it doesn't dry fast enough, dust and bugs get stuck to the shoes."

All that shines isn't spit and polish, however. Popular nowadays are synthetic leather shoes which come with a

high gloss, need little care, and are touted as being superior to real leather. Navy men and women who wear synthetic leather shoes just wipe them off with a damp cloth, and once a week spray on a little furniture polish and buff with a T-shirt or panty hose.

If all this information about the elusive "inspection shine" seems confusing, consider the Navy regulation on the subject, which says with typical room for broad interpretation that shoes shall be "well-shined and in good repair."

And that is an improvement to the older regulation that demanded only that shoes be "well-blackened."

Lieutenant Pat Foley, stationed with Petty Officer McDanel at Naval Logistics Command headquarters in Pearl Harbor, Hawaii, may have stumbled onto something new. She got up one morning and reached under the cabinet for the spray-on furniture polish and quickly applied a mist of insecticide to one entire shoe before she realized what she had done. Afterwards, she said the shoe actually shined up just as well as the one with furniture polish. Besides that, she said, cockroaches won't go near it. ↓







# Navy Rights & Benefits

## Officer Promotions

*Long ago, the Navy recognized that the finest ships and best trained men were only as effective as the officers who commanded them. Consequently, the sea service has always sought the most capable men and women for the officer corps and encouraged them to advance as far as their abilities permitted.*

*Laws and regulations governing the promotion of naval officers are the product of more than 200 years' experience, and ensure that all officers receive impartial consideration based solely on their capabilities and experience. This article, the 12th in a series on Navy Rights and Benefits, discusses all aspects of the officer promotion system.*

★ ★ ★

The Navy's officer corps is structured like a pyramid. Starting with a broad base of more than 61,000 junior officers, it rises to 261 flag officers near the pinnacle and one, the Chief of Naval Operations, at the top. Obviously, all officers can't reach the top; however, all have

equal opportunity to reach the top grades in their specialties. Demonstrated professionalism, education and experience ultimately determine how far each will advance. The needs of the Navy dictate *actual promotion opportunity* based on the "3-Ps": prescribed number, promotion flow point, and promotion percentage.

### Prescribed Number

At least once a year, the Secretary of the Navy determines how many unrestricted line (URL) and limited duty officers (LDO) will be needed. The specific numbers of restricted line and staff corps officers to be promoted to flag rank are also set, as well as the number of officers in these categories to be promoted to the combined grades of lieutenant commander, commander and captain. Vacancies occur whenever the actual number of officers in a grade (or combination of grades) falls below the prescribed requirement.

### Promotion Flow Point

The predetermined amount of commissioned service normally required for promotion is called the promotion flow point. Officers reach the *promotion zone* to the next higher grade in the fiscal year in which they attain the following amounts of commissioned service:

| To Grade Of | Promotion Flow Point |
|-------------|----------------------|
| LTJG        | 2 years              |
| LT          | 4 years              |
| LCDR        | 9 years              |
| CDR         | 14-15 years          |
| CAPT        | 21-22 years          |
| RADM        | 25 years             |

Though it's possible to be selected to some grades in less time ("below the zone" selection) or in more time ("above the zone" selection), officer promotions closely follow the timetable set by promotion flow points.

### Promotion Percentage

The third opportunity factor is promotion percentage. It is calculated by dividing the number of vacancies to be filled in a grade by the number of officers in the promotion zone (vacancies - eligible). For example, if 60 URL selections are authorized to fill 60 vacancies and the zone contains 100 officers, then the promotion percentage would be 60 percent ( $60 \div 100 = .600$ ).

By law, restricted line categories are guaranteed not less than the *line fraction* promotion percentage. (This is a difficult concept to grasp, but the difference between promotion percentage and "fraction promotion percentage" is important.) For example, a zone of 12 line officers at a promotion percentage of 60 percent results in seven selections ( $12 \times .60 = 7.2$  selections). A fraction of one-half or more is counted as one; a fraction of less than one-half is disregarded.

The same figures applied to the restricted line, however, would result in *eight* selections because the *percentage*

of those selected based on the number in zone must be equal to or greater than the line promotion percentage of 60 percent. Seven restricted line selections would give a 58.3 fraction promotion percentage ( $7 \div 12 = .583$ ), so, eight selections are needed ( $8 \div 12 = .666$ ) to meet legal requirements.

Medical Service, Judge Advocate General, Chaplain and Nurse Corps officers are authorized an opportunity for promotion to the grade of lieutenant commander equal to the number of officers in the promotion zone. At grades above lieutenant commander, the promotion percentages for these staff corps officers are at least equal to the line fraction promotion percentages.

In the Supply Corps and Civil Engineer Corps, the promotion percentages to all grades are equal to the line fraction.

In all of the armed forces, Medical Corps and Dental Corps officers below flag and general officer grades are provided uniform promotions under regulations prescribed by the Secretary of Defense as set forth in DOD Directive 1320.7 of July 8, 1976.

Women officers of the line, Chaplain Corps, Civil Engineer Corps and Supply Corps are authorized an opportunity for promotion to lieutenant equal to the total number of officers eligible for consideration by the selection board.

For grades above lieutenant, the line fraction promotion percentages are authorized for women officers of the

Civil Engineer Corps, Chaplain Corps and Supply Corps. Promotion percentages for women line officers is determined similarly to the promotion percentages for male line officers. Women officers of the Medical, Dental, JAG, Nurse and Medical Service Corps are subject to the same status and conditions as male officers of those corps.

### 1980 Promotion Plan

The promotion plan for FY 1980 for the URL is shown in the accompanying table. (By law, the Navy is allowed a set number of URL officers in each grade. URL selections control, to a large extent, selections in all other categories.

The accompanying table shows how the 3-Ps are brought together to determine actual promotion opportunity. Ensigns are not subject to selection to LTJG as such, but automatically become eligible after 24 months commissioned service, pending Congressional approval. Specific promotion numbers are not shown for the grades of lieutenant and below because changes in total strength during the fiscal year would affect that need. This flexibility must be available to permit response to budget cuts or increases, ships being decommissioned or commissioned, and all other events which may affect the Navy's need for officers.

### Determining the Promotion Plan

Vacancies are estimated annually for each officer year group based on attri-

tion data. Officials use that information to make five-year projections for the grades of lieutenant commander, commander and captain in the URL. Vacancy estimates aren't required for the grades of lieutenant (junior grade) or lieutenant.

The promotion plan for each grade is based on the grade's five-year projection of vacancies. Projections take into account the following data:

- Navy's total officer requirements
- Navy's officer requirement in each grade and specialty
- Size of previous non-selected community
- Effect of the unequal size of succeeding year groups
- Total effect of the 3-Ps in providing equal opportunity for advancement

Every promotion plan contains the following elements: identification of the grade and category of officer; estimated vacancies; planned number of selectees; promotion percentage; number of officers in the zone; total number of officers eligible for promotion; the senior and junior officers eligible for promotion in the zone; and the junior officer eligible below the zone.

The exact number of officers in the selection zone for any grade is determined by applying the promotion percentage to the number of selections authorized by SecNav. For example, if 60 selections are authorized (because there are 60 vacancies in a grade) and the promotion percentage is 60 percent, the zone will contain 100 officers (promotion percentage X size of zone =

| FY 1980 Promotion Plan for URL |                      |                          |                                                       |
|--------------------------------|----------------------|--------------------------|-------------------------------------------------------|
| TO GRADE                       | PROMOTION FLOW POINT | PROMOTION PERCENTAGE     | PRESCRIBED NUMBER (FY 1980)                           |
| ENS                            | —                    | —                        | Adjusted periodically to meet authorized end strength |
| LTJG                           | 2 years              | All considered qualified |                                                       |
| LT                             | 4 years              | 95 percent               |                                                       |
| LCDR                           | 9 years              | 90 percent               | 6,365                                                 |
| CDR                            | 14-15 years          | 80 percent               | 3,880                                                 |
| CAPT                           | 21-22 years          | 60 percent               | 1,860                                                 |



# Navy Rights & Benefits

vacancies to be filled or .60X = 60 and solve for "X").

Once it has been determined that the zone size is 100, the junior officer in the zone is determined. In this case, the junior officer is found by counting down 99 names of URL officers below the senior eligible officer who has not previously failed-of-selection to the grade in question. The 100th name is that of the last officer in the zone.

Selection boards are tasked with recommending for promotion those eligible officers who, in the board's opinion, have the most potential for future naval service in the next higher grade. The board's primary field of search is the promotion zone. However, every officer who is eligible before the board is a potential candidate. The board is not restricted in making its selections from officers who are above the zone, but no more than a prescribed percentage of the total selections may be made from below the zone.

The status of having failed-of-selection for promotion previously doesn't prejudice an officer with respect to qualifications, fitness for naval service or eligibility for selection in the future. The Navy realizes that not all officers can be selected when a particular year group is under consideration because there are fewer vacancies to fill than there are eligible, capable officers. (Consideration for selection, however, doesn't extend to retired officers on active duty since they are, by law, ineligible for consideration.)

Although a selection board *may* select officers above or below the zone, whenever this is done, the in-zone opportunity is reduced by the number of officers selected out of the zone.

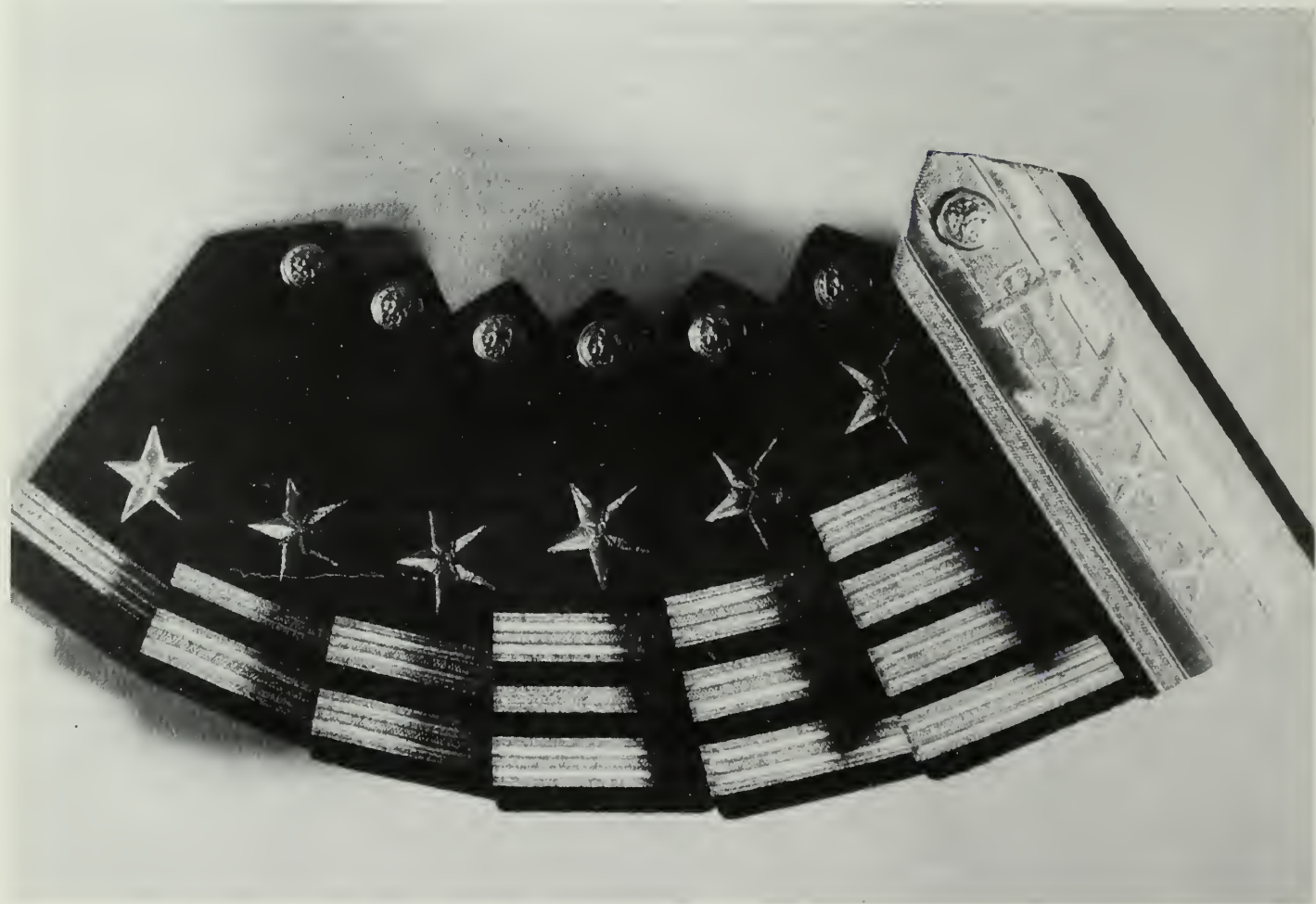
## Temporary and Permanent Promotions

All regular Navy and Naval Reserve promotions above the grade of lieutenant

(junior grade) are temporary appointments (with the exception of appointments given to certain women officers). Temporary promotions are made from officers on promotion lists (meaning, officers who have been selected by a board and put on a list in order of seniority) as vacancies in the temporary grade structure of the line occur. Ensigns are promoted to lieutenant (junior grade) with Congressional approval, when they attain two years' commissioned service.

Staff corps officers on promotion lists are promoted when vacancies occur for their *running mates*. Each staff corps officer is assigned a running mate—the next senior URL officer on the lineal (seniority in the Navy) list. Each time a staff corps officer's running mate is in the zone, the staff corps officer is also in the zone. When on a promotion list, he is promoted when his running mate is promoted.

Promotions of women officers of the



line, Supply Corps, Civil Engineer Corps and Chaplain Corps are affected by issuance of permanent appointments to officers on promotion lists.

Other permanent appointments are tendered on the basis of seniority, without additional selection by a board, as vacancies occur in the permanent grade structure of the Navy.

A permanent appointment may *not* be revoked, suspended or canceled except by formal legal proceedings. A temporary appointment may be terminated by the President of the United States; the individual is then reverted to his permanent grade or rate. Such terminations normally occur only in the event of drastic reductions in the size of the Navy. An officer doesn't normally serve under a temporary appointment in a grade more than one grade higher than his permanent rank.

## Limited Duty Officer Promotion

Promotion opportunity for LDOs to the grades of lieutenant (junior grade), lieutenant, lieutenant commander and commander closely approximate that of the URL officer. Promotion flow points and promotion percentages during FY 1980 are shown in Table 1..

## Warrant Officer Promotion Policies

Promotion flow points to permanent warrant officer grades are established by Title 10, U.S. Code, section 559. However, Title 10 U.S. Code, section 5787c, provides for temporary promotion of warrant officers under SecNav regulations outlined in the BuPers Manual, Article 2220200, and illus-

trated at bottom of page in Table 2.

An enlisted man selected for warrant officer is issued a permanent appointment to W-2. Temporary appointments to grades W-3 and W-4 are based on recommendations by a selection board. Selection opportunity to grades W-3 and W-4 is, by law, not less than 80 percent for permanent promotion and, by SecNav policy, not less than 80 percent for temporary promotions.

In FY 1980, warrant officers are being accorded 95 percent promotion opportunity to temporary W-3 and W-4, and 100 percent promotion opportunity to permanent W-3 and W-4. In grades above W-2, warrant officers are selected for temporary promotion to a higher grade and then, at some later date, selected for permanent appointment to that higher grade.

For FY 1980, a one-year-early, five-percent-below-the-zone selection opportunity has been established for temporary promotions of warrant officers to the grades of W-3 and W-4.

## How the Selection Board Works

Each year, SecNav convenes selection boards to recommend active duty officers and reserve officers not on active duty for promotion.

Each selection board member takes an oath to perform the duties imposed by law without prejudice or partiality and having in view both the special fitness of officers and the efficiency of the naval service. No officer may be a member of two consecutive selection boards considering officers of the same grade and category for promotion.

No rules are prescribed by law about the detailed procedures to be followed by a board when it is deliberating, but

deliberations may not be revealed unless specifically authorized by the Secretary of the Navy. Therefore, a person who was not a member of a particular board could not give valid reasons as to why an individual was or wasn't selected.

Active duty selection board membership varies according to the grade and designator of officers under consideration for promotion. A brief summary of the usual selection board composition follows.

| TO GRADE OF      | NUMBER AND GRADE OF MEMBERS                                                                                       |
|------------------|-------------------------------------------------------------------------------------------------------------------|
| Line:            |                                                                                                                   |
| RADM/CAPT        | Not less than nine flag rank officers (usually 12)                                                                |
| CDR              | Three RADMs and six CAPTs                                                                                         |
| LCDR/LT          | One RADM and eight CAPTs                                                                                          |
| Staff:           |                                                                                                                   |
| RADM             | Three to nine flag rank officers                                                                                  |
| CAPT/CDR/LCDR/LT | One RADM and six CAPTs to one RADM and nine CAPTs                                                                 |
| Women:           | Women officer selection board membership consists of six to nine officers serving in grades prescribed by SecNav. |

If reserve officers on active duty are being considered, the board membership includes an appropriate number of reserve officers. Alternate members

Table 1. LDO Promotion Flow Points

| TO GRADE | PROMOTION FLOW POINT | PROMOTION PERCENTAGE     |
|----------|----------------------|--------------------------|
| LTJG     | 2 years              | all considered qualified |
| LT       | 4 years              | 95 percent               |
| LCDR     | 9 years              | 90 percent               |
| CDR      | 15 years             | 80 percent               |

Table 2. Warrant Promotion Flow Points

| GRADE                              | TEMPORARY TIME IN GRADE | PERMANENT TIME IN GRADE |
|------------------------------------|-------------------------|-------------------------|
| W-2 to W-3                         | 4 years                 | 6 years                 |
| W-3 to W-4                         | 4 years                 | 6 years                 |
| There no longer is a grade of W-1. |                         |                         |



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from appropriate groups of officers restricted in the performance of duty are included on the line board to act when considering officers of these respective categories.

Selection boards appointed to consider reserve officers not on active duty, reserve officers on temporary active duty, and TAR officers are composed of five or more members, all senior to the officers considered, and at least half of the members are always reserve officers.

The recommendations of selection

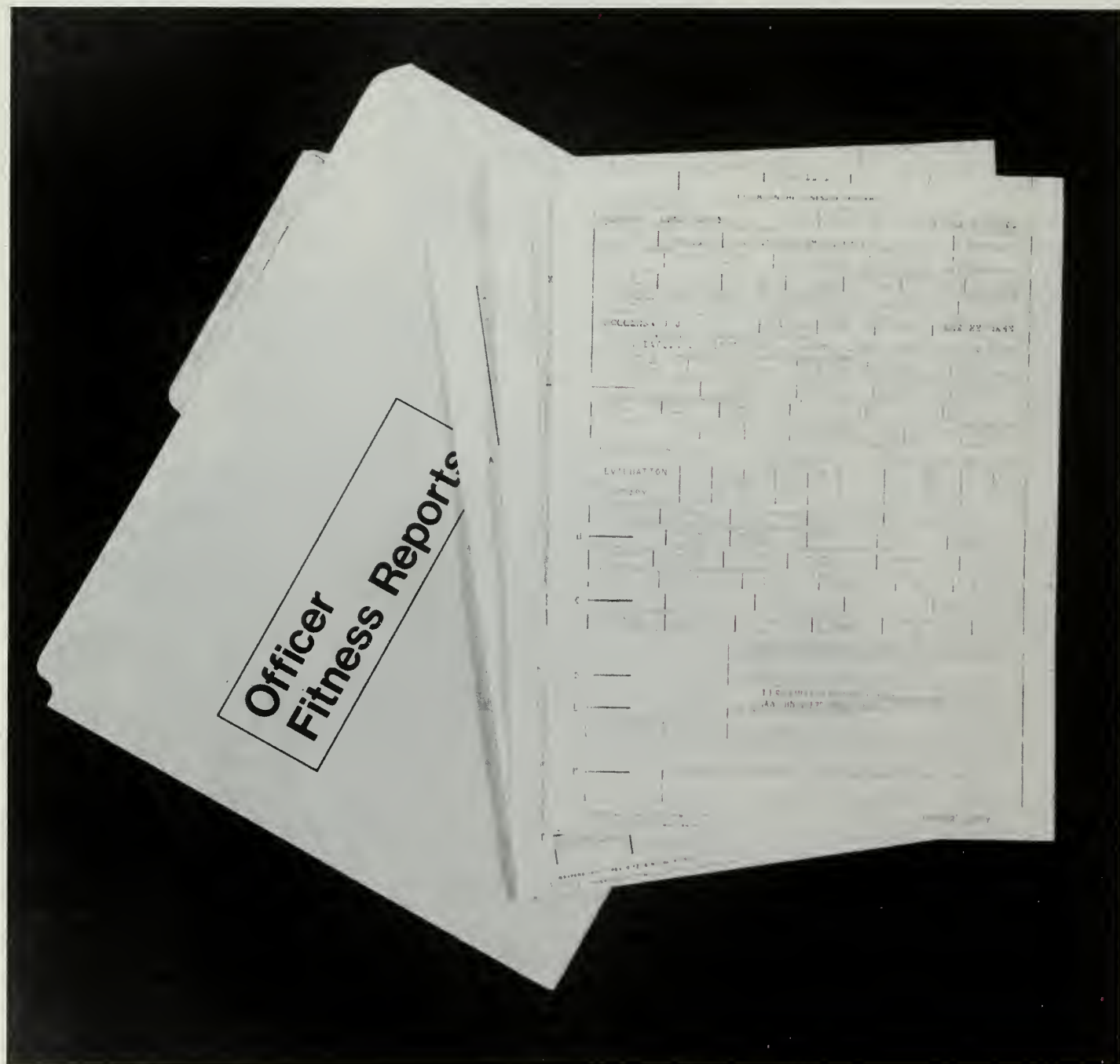
boards convened to select captains for promotion to rear admiral grades are submitted to the president for approval. Recommendations of all other boards are submitted to SecNav who, acting on behalf of the president, takes appropriate action.

Every officer being considered for promotion has the right to send a letter to the board calling attention to any matter of record *concerning himself* which he thinks is important to the deliberations. The communication,

however, cannot criticize any officer or reflect upon the character, conduct or motive of any officer.

After a board has completed its tentative selections for promotion, it constitutes itself as a naval examining board to recommend for promotion those selectees who, in the opinion of the board, are professionally qualified to perform all duties of the next higher grade no matter the capacity in which they may be asked to serve.

Officer  
Fitness Reports



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## Physical Fitness

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Before an officer may be promoted, he must be able to pass any physical examination which SecNav may prescribe for the grade. The Secretary has prescribed that an officer will be considered to be physically qualified if he/she is *not* in one of the following statuses at time of appointment:

- Hospitalized
- On sick leave
- Awaiting appearance before a physical evaluation board
- Awaiting final action on the recommended findings of a physical evaluation board, board of medical survey, or a medical board.

Officers who are adjudged able to assume the duties and responsibilities of the next higher grade by the Chief of the Bureau of Medicine and Surgery, even though they do not meet normal physical qualifications because of wounds sustained in the line of duty, *will be* promoted. Officers who have been physically qualified for temporary appointment to a grade shall not be physically examined again for permanent appointment to that grade.

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## Appointment

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Officers recommended for promotion by a selection board are placed on a promotion list in the order of seniority in present grade. They remain on that list until removed by actual appointment to the next higher grade, retirement or other presidential action.

Before an appointment to a grade above lieutenant (junior grade) can be issued to officers on a promotion list, the following qualifications must be established: the officer must meet all professional qualifications established by a naval examining board; and all physical qualifications as outlined above.

Before an appointment may be made, each officer must be nominated to the Senate by the president for confirmation. (When the Senate is not in session, ad interim appointments may be made until Senate confirmation can be obtained.) Appointment of reserve

officers to grades of lieutenant commander, lieutenant and lieutenant (junior grade) do not require Senate confirmation.

All promotions are dependent upon the existence of a vacancy in the next higher grade in the case of URL and LDO offices. A restricted line officer is eligible for promotion to any grade below rear admiral when there is a vacancy for the URL officer next junior to him. Dates of these vacancies establish date-of-rank and effective date for pay purposes. All promotions are consummated when the appointment is signed by SecNav and accepted by the officers being promoted.

Procedures are slightly different when appointing ensigns to the grade of lieutenant (junior grade). These appointments are made under authority established monthly by SecNav notices, and are subject to the individuals remaining physically, mentally and professionally qualified. The appointments are delivered to the officers upon completion of two years' commissioned service and require their written acceptance to become effective. If an appointment to lieutenant (junior grade) is not delivered and accepted by the date an individual is initially eligible for promotion, he loses both pay and seniority.

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## Separation of Officers Not Selected

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Permanently appointed regular Navy lieutenants and lieutenants (junior grade) who twice fail-of-selection for promotion to the next higher grade are required by law to be honorably discharged with lump-sum severance pay not later than June 30 of the fiscal year in which the second failure occurs.

Should a selection board report that the record of a permanently commissioned officer in the regular Navy, with less than 20 years' total commissioned service, indicates that performance has not been satisfactory in the present grade and that he would not perform satisfactorily in a higher grade, that officer must be honorably discharged with severance pay. The discharge must

be effected no later than June 30 of the fiscal year in which the report is made.

Regular Navy lieutenant commanders, commanders and captains who twice fail-of-selection to the next higher grade may continue to serve and remain eligible for promotion. However, upon completion of 20 (LCDR), 26 (CDR) and 30 (CAPT) years' total commissioned service, they are involuntarily retired if not on a promotion list.

Rules governing Naval Reserve officers who are considered as having failed-of-selection twice to the same grade are similar to the provisions for regular Navy officers.

Officers appointed for temporary service, whose permanent status is warrant officer or enlisted, if twice failed-of-selection for temporary appointment to the next higher grade, are given the option of retirement in the present grade (if in all respects eligible therefor) or of reverting to their permanent status. (This procedure may be waived if it is detrimental to the needs of the service.)

Those temporary officers of the regular Navy within two years of retirement eligibility may be retained on active duty until they are retirement eligible with approval of the Chief of Naval Personnel.

Naval Reserve officers serving on active duty who have twice failed-of-selection to the same grade, and who are within two years of retirement eligibility, will usually be continued on active duty until retirement eligible. Naval Reserve officers below the rank of lieutenant commander serving on active duty, who have twice failed-of-selection to the same grade and are not within two years of retirement, will be released from active duty.

All honorably discharged officers who received severance pay remain eligible for an appointment in the Naval Reserve so that they may continue serving in an inactive status and earn satisfactory years of service for retirement.

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## Occupational Specialties

If you compile a list of every kind of leadership position in the civilian world—executive, managerial, professional, scientific and technical—you will find that there is a comparable occupation in the Navy officer corps.

Officer occupations are divided into *unrestricted line*, *restricted line*, and *staff corps* designations. Unrestricted line officers are trained to command the Navy's operating forces—ships, submarines, aircraft squadrons, operational staffs and fleets. Restricted line officers perform specialized duties in technical fields such as ship engineering, cryptol-

ogy, public affairs, meteorology, and oceanography. Staff corps officers also have specialized duties; they serve in such areas as Supply, Civil Engineer, Judge Advocate General, Medical, Dental and Chaplain Corps.

What follows is a general listing of the occupational specialties available in today's Navy and a very brief description of each.

### Unrestricted Line Officer

The primary goal of the unrestricted line officer is to be able to qualify for

command at sea. The officer's entire training, education and experience lead toward the single purpose of assuming command responsibility. A junior officer soon advances to intermediate command duties as a career pattern develops. Major command assignments come after years of training and experience only to those officers with outstanding abilities.

- **Surface Warfare Officer**—The successful completion of Surface Warfare Officer School plus shipboard experience will eventually allow a young officer to earn a Surface Warfare designator. These officers aspire for command at sea and every assignment they accept is another step toward that goal.

- **Naval Aviation Officers**—Navy pilots and Naval Flight Officers have



the opportunity to attain command of air wings and squadrons, whether land-based or carrier-based. They may also command naval air stations and, if they meet the criteria for sea qualifications, be assigned as the commanding officer of an aircraft carrier.

• **Submarine Warfare Officer**—The Submarine Warfare Officer's goal is to attain command at sea of a submarine. Preparation will have included 50 weeks of nuclear power training and 12 weeks of submarine specialization before assignment to the nuclear submarine fleet.

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### Specialty Groups

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The specialty groups discussed here are by no means complete—it would

take volumes to fully describe every officer occupation—but they do include a representative sampling of the wide range of professional skills employed in today's Navy.

• **Engineering Duty**—A ship's engineering specialist is called the Engineering Duty Officer (ED). While the ED specializes in the entire field of ship engineering, an officer may also follow a particular field of engineering during all or parts of a Navy career.

• **Special Duty Officer, Cryptology**—The field of cryptology combines two opposite skills—cryptography and cryptanalysis. Cryptography is the art of disguising communications to protect them; cryptanalysis is the art of deciphering the coded communications of others. Because of the highly technical nature of this type of work, scientific and technical backgrounds such as electrical engineering, math, physics and computer science are required to enter this field.

• **Special Duty Officer, Geophysics**—Officers in this field solve meteorological, oceanographic and hydrographic problems, and generally serve on oceanographic or hydrographic survey ships or at naval facilities on shore.

• **Special Duty Officer, Intelligence**—Typical functions of this type of officer include: maintaining plots of enemy forces, briefing pilots and senior officers on the current enemy situation, debriefing pilots after missions, and compiling intelligence information gathered by shipboard intelligence processing facilities, reconnaissance plans and other sources.

• **Aeronautical Engineering Duty Officer**—These officers are specialists in the field of naval aviation maintenance management. They oversee budgeting and solve complex problems at naval facilities ashore or aboard carriers. Additionally, they must have encyclopedic knowledge of aeronautical equipment and parts.

• **Nuclear Power Instructor and Nuclear Engineer**—They are concerned with the safe development and use of nuclear energy and work as engineers in the Navy's Nuclear Power programs.

• **Special Duty Officer, Public**

**Affairs**—This is a small, but select, group of communications professionals who handle internal and external informational needs.

• **Supply Corps**—These are the officers who feed, clothe, house and otherwise tend to the material needs of the service. They require specialized education in such management areas as systems inventory, finance, food service, computer systems and general supply.

• **Civil Engineer Corps**—This corps maintains, and often builds, the homes, schools, streets, parks, hospitals, scientific centers, airports, docks, canals and radio stations at naval shore establishments. They comprise a relatively small group of officers, all of whom are engineers or architects.

• **Judge Advocate General's Corps**—These are the Navy's lawyers. They handle such matters as the investigation of admiralty law cases, the drafting and negotiation of international agreements, the litigation or settlement of large court claims, and the prosecution and defense of certain criminal cases.

• **Chaplain Corps**—These officers are all qualified ministers, priests and rabbis who minister to the spiritual needs of Navy people.

• **Medical Corps (Physicians)**—Navy doctors enjoy the opportunity to practice their profession in an atmosphere where decisions can be based on medical considerations without regard to patients' ability to pay. They may specialize, go into general practice, or work on research projects.

• **Nurse Corps**—Male and female nurses in this corps have the opportunity to engage in the full range of general nursing including operating room management, anesthesia and teaching.

• **Dental Corps**—These are the Navy's dentists and, as such, they provide the very best in dental care to Navy people.

• **Medical Service Corps**—Officers in the Medical Service Corps work closely with the Navy's physicians, dentists and nurses as specialists in such varied fields as: audiology, bacteriology, biophysics, microbiology, entomology, environmental health, industrial hygiene, chemistry and radiophysics. ↓





# Mail Buoy

## For Safety's Sake

SIR: I was concerned with the picture on page 6 of your March 1979 issue: "Deep-Sea Diving." After being an assistant maintenance officer for the past 12 months, I became and continue to be extremely safety conscious. I think it might be appropriate for this particular diver to remove his wedding band—I've seen the hazardous effects of wearing one on the job.—LCDR Louise M. Rutherford.

• *It's not a good idea to wear rings on a diving operation or in any other work situation involving moving or rotating machinery. The photograph in the article also showed the diver working without gloves which we, at first, thought to be a safety violation. However, after checking with the Naval Safety Center, we found that the wearing of rings and the use of gloves during a working dive is governed by the diving officer and master diver or diving supervisor. As a general policy, these people determine whether the task at hand requires either the dexterity that only the bare hand can afford or the protection of gloves. Safety is their responsibility and the procedure that provides the maximum safety for the diver is selected.*—ED.

## Pleasant Reading

SIR: Would it be possible to find a listing of books written by RADM Daniel V. Gallery? Admiral Gallery passed away recently, but I'm sure anyone who has read his works such as "Cap'n and Fatso" or "The

Brink" will agree his writing is a pleasure in that it captures the spirit of the "Old Navy."—PR2 M.W. Di Domenico.

• *If you check the book and author catalogs at any public (or Navy) library—all titles—whether or not they're carried by that particular library, will be listed under Gallery's name.*—ED.

## Proficiency Pay

SIR: In the May 1979 issue of *All Hands*, Proficiency Pay (page 39) is awarded to shortage speciality and special duty assignment personnel. The shortage speciality category is based on Navy Enlisted Classification skills. The magazine states, "Those people in designated critical skills who are serving in their speciality may draw monthly specialty pay awards of \$50 to \$150." On page 17, the paragraph introducing career incentives, I feel, is designating critical skills by stating: "Present manning shortages in the BT/MM career fields...." Do you know if I should be paid this special pay?—BTFA Frederick A. Homann

• *If you check with your ship's office or personnel officer, we're sure they can provide you with a copy of BUPERSINST 7220.26B which details the qualifications required to receive the pay.*

*The instruction basically states that only nuclear trained petty officers and certain divers are eligible for Shortage (Proficiency) Specialty Pay. Since you don't fall into this category, you are not entitled to the pay.*

*The instruction also provides criteria for payment of Special Duty Assignments (Pro-*

*ficiency) Pay. It states that only personnel who are serving outside their rating skill area in certain specified assignments may be paid Special Duty Assignment (Proficiency) Pay. At present, these assignments include only recruit canvasser; recruit classifier; recruit company commander; survival, evasion, resistance, and escape instructors; rating control petty officers; and personnel assigned to the wintering-over party of the Naval Support Force, Antarctica*—ED.

## OSCM, Not OSMC

SIR: The photo cutline on page 24 in your July issue contains a misprint. OSCM should be in the place of OSMC. The article concerning the functions of OSCM is very interesting and informative.—SK2 J. R. DeJarnett.

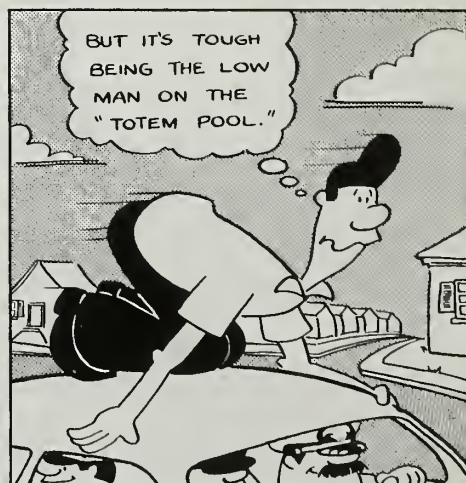
• *It's the little things that get misplaced. Thanks for pointing this out to us.*—ED.

# Reunions

• LST 335—Planning a reunion for former ship crew members. Contact LeRoy A. Swan, 1025 S. 4th St., Aurora, Ill. 60505.

• USS *Pittsburgh* (CA 72)—Planning a reunion in Pittsburgh, Pa. Contact J.C. Ayers, P.O. Box 74, Wildwood, Ga. 30757.

• USS *Arizona* (BB 39)—Reunion Dec. 7-9, 1979, Tucson, Ariz. Contact Bill Nolte, USS *Arizona* Reunion Association, Hicksville, Ohio 43526.



# Stern Shots



Listed below are nine explorers of Antarctica who tackled the great continent primarily by ship, plane or on foot. Try to match the class—sea, air or land—with each of the nine men listed. For example, Britain's Captain James Cook was the first to sight the Antarctic from the sea.

## A-Land

## B-Sea

## C-Air

1. Roald Amundsen
2. Richard Byrd
3. Vivian Fuchs

4. Charles Wilkes
5. Nathaniel Palmer
6. Hubert Wilkins

7. Robert Scott
8. Ernest Shackleton
9. Finn Ronne

**Answers:** 3-A; 2-C; 1-A; 4-B; 5-B; 6-C; 7-A; 8-A; 9-A

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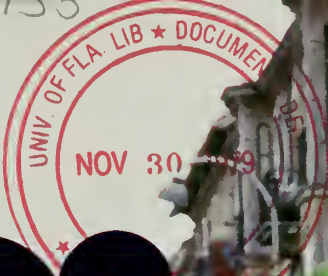


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# ALL HANDS

DECEMBER 1979



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Liberty in Monte Carlo  
R&B- Advancement System

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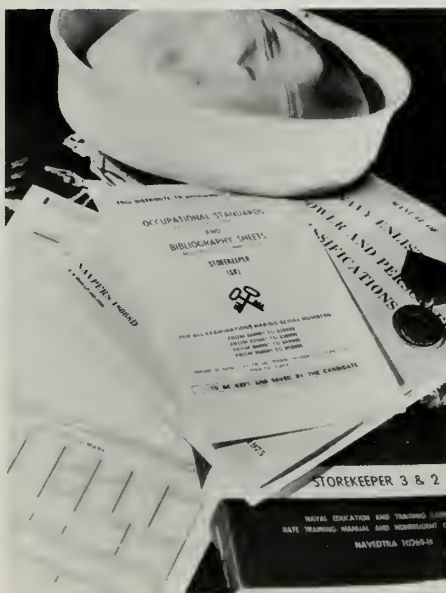
*What it's all about—a Russian Mod Kildin-Class DDG near the anchored USS Caron (DD 970) in the Black Sea. The scene took place during a week-long "show-the-flag" voyage of Caron and USS Farragut (DDG 37) in that part of the world. (Photo by PHAN George F. Bruder.)*



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# ALL HANDS

MAGAZINE OF THE U.S. NAVY — 57th YEAR OF PUBLICATION  
DECEMBER 1979 NUMBER 755

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Back: Seventh Fleet ships in formation during Operation Fortress Gale. See page 33. Photo by PHC Ken George.

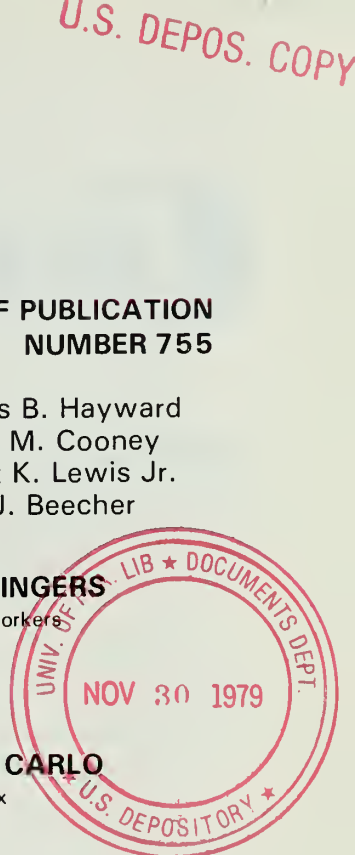
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# Currents

## CNO Addresses Naval Reserve Association

Chief of Naval Operations Admiral Thomas B. Hayward called 1979 "...A good year for the Naval Reservist," when he addressed the annual conference of the Naval Reserve Association in Buffalo, N.Y. CNO told his listeners he sensed a change in attitude among Americans for the Navy, a better feeling within the Navy toward itself, and described 1979 as a year in which many new ships have joined the fleet and new weapons systems have become operational. CNO evaluated the "One-Navy" concept and characterized it as excellent. He cited the size of the Naval Reserve, 87,000 selected reservists, as secure. ADM Hayward cited several readiness gains in the naval reserve this year. He was especially impressed with training achieved in simulators and training modules installed at many centers. CNO said his 1980 plans for the Naval Reserve include: maintaining the current momentum; improved readiness, with a C-2 readiness goal for every selected reserve unit; and keeping naval reservists fully involved in surface ship warfare.

## Navy Throws Switch on Sun



A joint Department of Energy (DOE) and Navy effort is taking solar cells—known as photovoltaics—out of the laboratory and into the field. The program, which is deploying solar cells at 48 sites aboard Navy and Marine Corps installations throughout the world, seeks to promote growth of commercially usable solar cell systems for civilian and military use. Phase one of the program will see solar cells installed at: Marine Corps Base, Camp Pendleton, Calif.; Marine Corps Air Station, El Toro, Calif.; Naval Weapons Test Center, China Lake, Calif.; Naval Ordnance Station, Indian Head, Md.; Naval Station, Rota, Spain; Pacific Missile Test Range, Point Mugu, Calif.; and Naval Weapons Station, Charleston, S.C. Electricity, generated by the solar cells when the sun shines on them, will power radios, communications repeaters, navigation aids and obstruction lights at these locations. Phase two will see use of the solar cells expanded to provide power for small facilities like guard posts, camera stations, platforms at sea, and for personnel quarters in remote locations. These installations will be made at: Naval Weapons Center, Lualualei, Hawaii; Naval Support Facility, Diego Garcia; Naval Ocean Systems Center, Panama City, Fla.; and Naval Research Laboratory, Washington, D.C. DOE and Navy engineers plan future joint projects to provide power to larger facilities such as selected housing sites. Although these systems are small, and will not replace large amounts of conventionally generated power, they point the way for more extensive use of solar cells in the future.

## Navy Wants to Know What Dolphins Hear



Dolphins are able to locate underwater objects at ranges up to several hundred yards, and are able to identify these objects. Their capabilities are far better than the best sonar systems scientists have been able to develop to date. Naval Ocean Systems Center researcher, Doug Martin, has an idea how they do this. Now he's trying to discover if humans can discriminate between echoes from different underwater objects, identifying them like dolphins do. Martin knows a lot about getting around by means of sound, because he has been blind since shortly after birth. "I use a crude form of sonar," he said. "When walking or moving, I tap my cane on the ground or floor. I know when I'm nearing a car or trees, for example, by the echoes I hear from the taps." Martin's research centers around recordings of dolphin sonar "clicks," similar to the pinging sounds from Navy sonar systems. He slows the recordings, transforming the echoes into tones in the human hearing range. Volunteers listen to these sounds and report the differences they perceive between various returning echoes. For example, they describe the differences they hear between echoes from rocks and metal. "The cues the human uses to discriminate between echoes from different sources should provide us with insight on how the dolphin uses its echo-location system," Martin explained. Volunteer responses will be correlated and statistically analyzed in an effort to learn how the information gained can be put to good use by the Navy. Martin has two goals for his research. He hopes information gained in his studies will enable the Navy to develop sonar systems equalling the dolphins. "And I keep thinking that perhaps my current work will somehow lead to a type of sonar system that will give the blind greater mobility," Martin added.

## Enlisted Eval System Manual

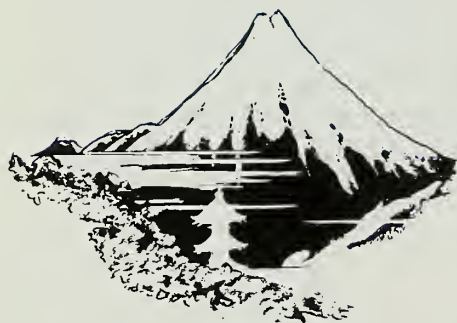
The new Navy Enlisted Performance Evaluation System Manual (NAV-MILPERSCOMINST 1616.1 of Aug. 10, 1979) is out, and it modifies and tightens some procedures for grading enlisted performance. This is part of a series of improvements which eventually will include a new enlisted evaluation form. As of Sept. 1, the Naval Military Personnel Command (NMPC) started auditing all evaluation reports. Those not meeting criteria and standards outlined in the evaluation manual will be returned to issuing commands for corrective action. Some things auditors will look at are accuracy, correctness and proper comments procedures. The new instruction also requires continuity in all E-5 and above evaluations. This means a service member's record from E-5 and above must account for all service time on a day-for-day basis. Permission is also granted to submit these evals up to 60 days early or late under special circumstances. Separate justification of very high or very low marks is no longer required. Comments and justifications are now combined and will be reflected in the new enlisted evaluation form when it becomes available. Rights to redress for errors or injustices are also outlined in the new manual. The overall goal of this instruction is to ensure equitable and complete evaluation of every Navy enlisted member and to recognize the need for accurate and fair measures of performance.



## Edward Hidalgo Confirmed as SECNAV

Edward Hidalgo was confirmed as the 64th Secretary of the Navy on Friday, Oct. 19. His nomination as civilian head of the Navy and Marine Corps was approved by the Senate Armed Services Committee on Oct. 18, and confirmed in a voice vote by the full Senate the next day. Mr. Hidalgo, who has served as assistant secretary of the Navy for manpower and reserve affairs and logistics since April 25, 1977, was sworn in as Secretary of the Navy in ceremonies at the Pentagon.

## Career Oppor- tunities . . . Duty in Japan Offered



There are openings for senior aviation ratings (E-6 - E-9) in Carrier Airwing Five aboard USS *Midway* (CV 41) homeported in Yokosuka, Japan. Personnel with the following qualifications are being sought to volunteer for 36-month accompanied tours or 24-month unaccompanied tours:

AF—E-9 with F-4 experience  
AV—E-9 with A-6, A-7 or E-2 experience  
AMS/H—E-6-E-8 with F-4, A-6, A-7 or H-3 experience  
AD—E-6-E-8 with F-4 or A-7 experience  
AO—E-6-E-8 with F-4 or A-7 experience  
AE—E-7-E-8 with F-4 or A-6 experience

Interested persons can get additional information by contacting Commander R. E. Smith (NMPC 404), AUTOVON 291-5835 or commercial 301-427-5835.

## New Emphasis on GMT in "A" School Training

A new program gives added emphasis to general military training (GMT) in Navy "A" schools. GMT started playing a daily role in "A" school students' lives—much as it did in the 1960s—on Oct. 1. On that date the integrated training battalion (ITB) concept, a program combining side-by-side military training with professional and technical training, was started at Service Schools Commands, San Diego, Calif., and Great Lakes, Ill., and Naval Air Technical Training Command at Memphis, Tenn. The schools have returned to the practice of forming students into companies under leadership of a company commander and an assistant. These leaders manage the daily routine from reveille to the start of school hours, march the companies from classes to meals, and conduct daily physical training and close order drill. This program, approved by CNO earlier this year, has been instituted by Chief of Naval Education and Training to raise military and motivational aspects of training to a level equal with technical training, and helps ensure appropriate military and disciplinary standards at the commands.

## Career Opportunities . . . Enlisted Flight Engineers Sought for P-3s

Approximately 800 billets exist for enlisted flight engineers in P-3 *Orion* long range patrol aircraft, and currently, some 175 are vacant. Qualified Navy people who want to wear the Navy aircrew wings designating them as aircrewmembers are being sought to enter training to fill these vital billets. Current needs are for E-5 through E-8 petty officers in the AD, AE and AM ratings. Basic qualifications for this training are: physical qualification to be an aircrewman; GCT/ARI of 105 or higher; ability to pass a first class swimming test; eligibility for at least a secret clearance and a consistent record as a high performer. Successful applicants will train in two schools. The first is the five-week Naval Air Crewman Candidate School (NACCS) in Pensacola, Fla. Upon successful completion of this school, they will go to 18 weeks of training in P-3 Flight Engineer School at NAS Jacksonville, Fla., or NAS Moffett Field, Calif. Successful trainees are designated as NEC-8251 aircrewmembers (P-3 flight engineer), and are eligible for flight pay. P-3 squadrons are homeported in Jacksonville, Fla., Moffett Field, Calif., Hawaii and Brunswick, Maine. These squadrons deploy to overseas locations throughout the world. Interested persons are urged to get more information by contacting: LT Lichwala or ADCS Robertson by message (NMPC 404E) or by calling AUTOVON 291-5836/63, commercial 301-427-5836/63. This invitation is also open to naval reservists desiring recall to active duty.

## In Brief . . .

**Navy Vet Last Iwo Jima Flag Raiser . . .** The death of Rene Gagnon, a former Marine, leaves former Navy Pharmacist's Mate John Bradley the last survivor of the six men immortalized in the prize-winning photograph of the flag raising on the island of Iwo Jima during World War II.

**HCU One Reopens Harbor . . .** A seven-man salvage team from Pearl Harbor, Hawaii, based Harbor Clearance Unit (HCU 1) has reopened the Tau Island Harbor in American Samoa. The men worked for more than two months, first trying to refloat a sunken craft and finally cutting it into pieces and removing it. They were commended by the governor of American Samoa for their work.

**Navy Carries Statue . . .** A Navy helicopter crew and ground support personnel transported a 12-foot tall bronze statue of the madonna and child to a mountain top on the Island of Capri, Italy. The 3,000-pound statue replaced another which stood on the mountain until it was destroyed by lightning. After a thorough safety check, the crew of the CH-53D Sea Stallion helicopter flew the statue up the 1,100-foot mountain, and placed it atop a 20-foot pedestal.





# The Insulation That Lingers

When merchant adventurer Marco Polo sailed eastward from Europe to Asia in 1271 A.D., exchanging currency for exotic trade goods and spices, he later wrote about a mysterious tablecloth he'd seen thrown into a raging fire and retrieved without suffering damage.

The fabric was made of asbestos, a natural fibrous material that would one day revolutionize the art of thermal insulation for protection from heat and fire.

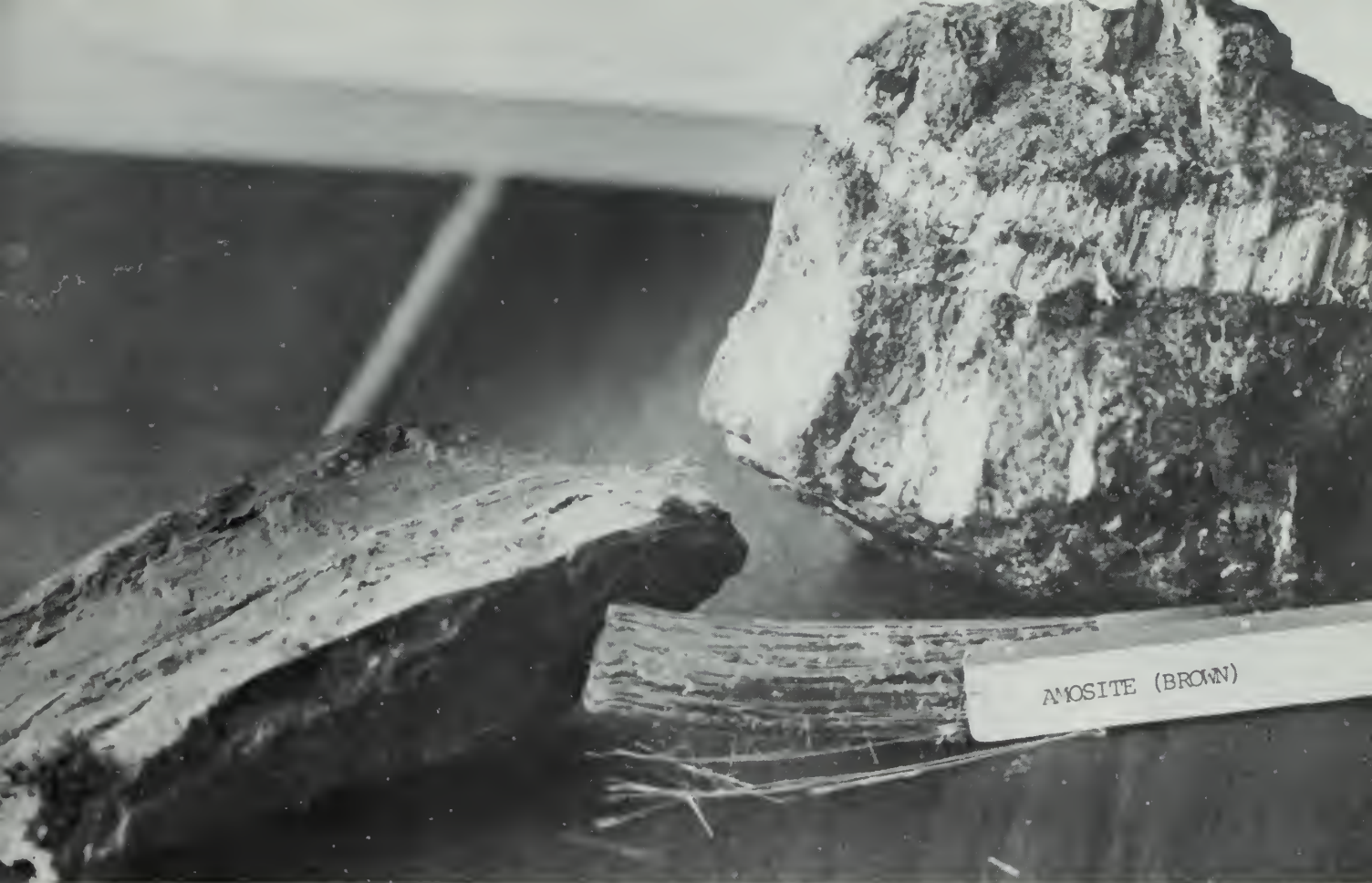
Today, seven centuries later, 800,000 tons of the asbestos fiber are used each year in over 3,000 commercial products, including everything from cigarette filters and floor tiles to insulation in the shipbuilding industry.

In April 1978, then Secy. of Health, Education, and Welfare Joseph Califano Jr., issued a warning that between eight and 11 million workers had been exposed to asbestos since the beginning of World War II. Many of these worked in shipyards during the war.

The secretary noted that exposure increased the risk of asbestosis, lung cancer, and other serious diseases, and suggested exposed persons get regular medical checkups, quit smoking, and seek prompt treatment for respiratory illness. He cautioned that the disease sometimes doesn't show up for 10 to 35 years and that smoking greatly aggravates it.



*Monitoring the air following asbestos removal indicates effectiveness of removal program.*



*Asbestos, shown in its natural form, is the common name for a group of natural minerals that occur as masses of compact or relatively long, silky fibers.*

"Workers heavily exposed in the past, particularly before the federal government began to regulate asbestos in the workplace in the late 1960s and early 1970s, may just now be facing serious health effects as a result of their exposure and may not fully be aware of the risks," said Califano as HEW kicked off a nationwide public awareness campaign.

Those mentioned most likely to be exposed to asbestos were workers in the shipbuilding, construction, mining and auto industries (those involved in brake and clutch installation and repair).

The Bureau of Mines reported 1974 use of asbestos to be 800,000 tons. Of that total, 7,300 tons were of the thermal insulation type used in ships. However, the Navy purchased almost none of it owing to then changing policies to ban asbestos wherever possible.

In June 1977, a survey of 6,640 shipyard workers at the Long Beach Naval Shipyard was conducted by Dr. Jean

Felton, the medical director. It was found that more than 1,000 workers X-rayed had some form of lung abnormality or asbestosis.

Since then, the Navy has strengthened its programs designed to monitor exposed workers and to control the current danger of exposure to asbestos dust.

"Asbestos products are totally safe when encapsulated," explained Ralph Violante, Safety Superintendent at Long Beach Navy Shipyard, "but there's a potential hazard whenever asbestos fibers are allowed to circulate freely in the air."

The Navy no longer allows installation of asbestos on ships, he added, except in certain applications like high temperature gaskets and pipe hanger liners where suitable substitutes have not been identified.

The only removal now done at the shipyard is on pipes being repaired or where loose insulation is found. While many people would favor removing all

the asbestos from ships at one time during the overhaul period, the cost to reinsulate the fleet is estimated to be several hundred million dollars.

One study conducted at the Long Beach shipyard, during a recent overhaul period aboard the amphibious ship USS *Anchorage* (LSD 36), showed a cost of about \$945,000 to remove all asbestos thermal insulation from the engineering spaces.

A revision to the policy of selective removal is under consideration.

Meanwhile, removal and disposal of old asbestos still presents certain safety problems. According to Violante, the shipyard meets those problems by fully complying with the Navy asbestos policy, which, incidentally, meets or exceeds the requirements of the Occupational Safety and Health Administration (OSHA)—the federal agency which regulates safety procedures to be used in the installation, removal and disposal of asbestos.

Safety regulations require employees who work with asbestos to wear appropriate respirators and disposable clothing, and to utilize special work





*Chunks of asbestos insulation lining are cut away from a ship's boiler and then removed in impermeable color-coded plastic bags. Asbestos dust collectors, like the one on the opposite page, will be mounted on the sides of ships so that asbestos fibers can be sucked out and filtered from working spaces.*

procedures, such as wetting down asbestos before removal to eliminate potential exposure to asbestos dust.

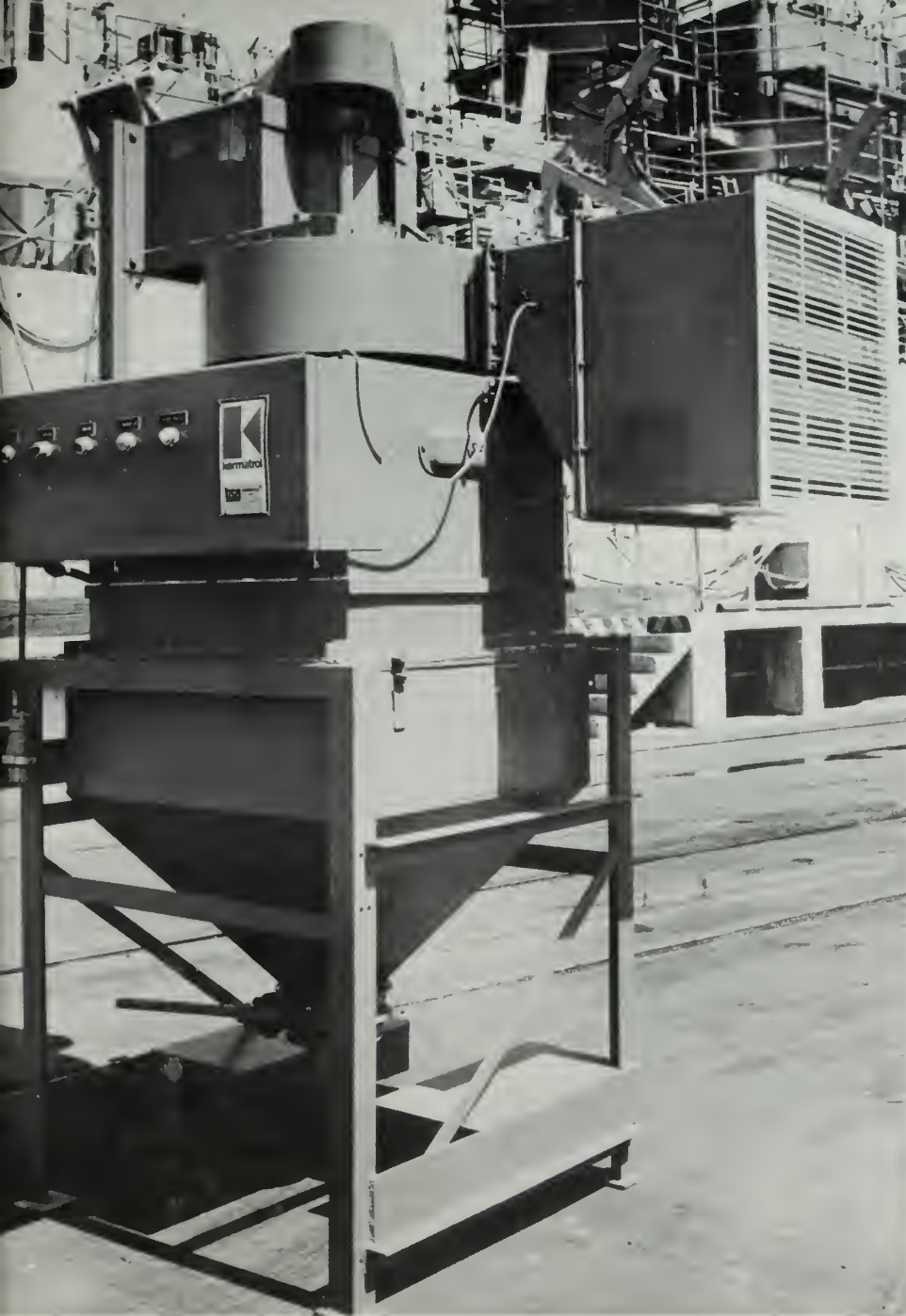
In addition, removal at the shipyard is only done at night to eliminate the possibility of non-asbestos worker exposure. The number of workers—primarily insulators—now removing asbestos from Navy ships at Long Beach is less than 20.

When a rip-out is completed, officials say the spaces are vacuum cleaned, air samples are then taken and analyzed by an industrial hygienist, to assure safe conditions before other workers are allowed to enter the work area the next morning.

As part of the safety program, a new \$198,000 dust controlled workshop area for the fabrication on non-asbestos insulation components was







completed at the shipyard a year ago. The workshop houses a change room for the removal and safe disposal of insulators' contaminated clothing, along with decontamination showers.

The shipyard has also designed and purchased four asbestos filtering systems used to suck asbestos dust from the work spaces, and is spending \$378,000 to build an asbestos rip-out facility with a controlled environment for storage and stripping of insulated pipe and machinery. The facility is expected to be completed in 1980 and will be the only place asbestos is removed at the shipyard.

Some critics of the shipyard say the Navy didn't act soon enough and doesn't have an adequate program for enforcing safety regulations. But some of the same people admit the program goes beyond those of its civilian counterparts.

"Here was the first institution that really wanted to put some money out for a medical survey," said Frank Rodriguez, president of the Long Beach Naval Shipyard Federal Employees Metal Trades Council.

"We were the only people at the time trying to get on the right track as far as awareness of asbestos goes."

L. Mike Olson, president of the Long Beach Naval Shipyard International Federation of Professional and Technical Engineers concurred.

"The important thing is that the shipyard did react," said Olson. "There's been a positive approach to the problem by management in bringing a special awareness to the employees here as to the severity of the situation and the danger in terms of the future.

"Without their cooperation," he continued, "we still wouldn't be anywhere near where we are today."

Captain James E. Kaune, the shipyard commander, admits that enforcement of existing safety regulations is an ongoing problem—not only at his shipyard, but at civilian shipyards too.

"We don't feel that some regulations are being enforced as strongly as they ought to be," said Kaune, who had declared September as "Safety Awareness Month," to emphasize all safety programs—not just asbestos.

"I think our safety instructions are well written and the course of action is fine. But there's a never ending process of having supervisors check to see if their men are fully equipped and are paying attention. It's not just this shipyard that has to have an incessant safety program—it's all of them."

The captain emphasized that asbestos insulation is safe for men at sea, as long as the asbestos is properly sealed. "You can literally sleep on top of asbestos as long as it's properly sealed," he explained. "It's the fibers you breathe that can cause asbestosis."

Dr. Felton's medical education and surveillance program, which sprang from his survey, complies with an Aug. 8, 1978, Navywide directive. It includes the medical monitoring of employees currently working directly with asbestos materials and any current shipyard employees who believe they have been exposed to asbestos in the past.

The surveillance program consists of a medical and occupational questionnaire completed by each individual, a chest X-ray, and a pulmonary function (breathing) test.

Felton emphasized that recognition



of the problem has been complicated by a lack of physicians qualified in reading chest X-rays for diagnosing the disease.

"Until recently, studies indicated there were only about 50 doctors in the United States qualified to interpret radiographs for asbestosis," said the occupational physician. "That number is now up to about 85."

X-rays taken at the shipyard are now

sent out to specialists in diagnosing asbestosis.

Felton has held about 15 medical seminars with hundreds of workers since the program began, personally explaining test results to exposed employees and stressing that susceptibility to lung abnormalities varies greatly from one individual to another. (One study of workers in an asbestos plant in the private sector showed that some workers who were exposed for only a month or two have developed asbestos related diseases many years later.)

Emphasis on safe work practices, and the hazards of smoking in combination with asbestosis, are among the

most important educational messages Felton says he's trying to get across to workers.

Meanwhile, the search for asbestos substitutes is continuing.

The Navy, in conjunction with HEW, the unions and employers, is helping launch a major public awareness program to alert workers previously exposed to asbestos about the health hazards. But making people aware of the hazard has been called the real problem.

As one Long Beach old-timer put it recently, "When you've been covered head to toe in asbestos most of your life, it's hard to suddenly believe it's so harmful."

*Photos by C. B. Johnson*

*Below: Dr. John E. Basinski, Long Beach Naval Shipyard Industrial Hygienist searches for microscopic evidence of asbestos. Right: Dr. Jean S. Felton discusses the characteristics of asbestosis at a medical seminar.*





## Navy Searches for Asbestos Insulation

As a precautionary measure against the potential hazards of asbestos, thousands of industrial buildings at naval installations in the continental United States and Hawaii are now being examined. The purpose of the Navy survey program is to identify buildings with spray-applied insulation containing asbestos, to evaluate conditions that cause fiber release, and to determine the best methods to reduce the escape of asbestos particles into the environment.

Spray-applied insulation containing asbestos has been used for years in various types of building construction. As the material deteriorates or is damaged, the chance that hazardous fibers will escape into the environment increases.

Research at Mt. Sinai Hospital in New York City, and at Yale University reveals that fiber release in buildings, at times, approaches maximum indus-

trial safety levels established by law. On the other hand, air monitoring studies have shown that some spray-applied insulation, installed 20 years ago, has not released any detectable fibers, indicating that the degree of fiber escape depends upon the composition of the material, binding agents, applications, climatic conditions, water leakage, and physical damage.

Placing the Navy's concern into action, the Occupational Safety and Health Division in the Office of the Chief of Naval Operations directed the Naval Facilities Engineering Command (NAVFAC) last December to initiate a fact-finding survey to determine the extent of potential fiber-release conditions throughout the Naval Shore Establishment.

The first phase of the two-phase survey called for the examination of 2,000 preselected structures at various geographical locations, as an indica-

tion of the overall problem posed by spray-applied asbestos insulation. Phase I was completed this past summer. Phase II will examine the remaining 20,000 Navy buildings, while a separate study will examine certain family housing units. Phase II is scheduled to run until the summer of 1980.

NAVFAC appointed Civil Engineering Laboratory as technical manager of the survey. The laboratory provides the sampling kits and test procedures used by inspectors at the various commands. If asbestos is found, Navy industrial hygienists conduct air monitoring tests to determine the amount of fiber release.

Once a building has been sampled, insulation contents identified and air monitoring completed, a CEL guidance document provides the Public Works Officer and planning estimator with directions to correct and control asbestos exposure.



## Denver's 'Ship Within'

STORY AND PHOTOS BY  
JO2 DENNIS K. BOHANNON

During a training exercise somewhere in the Western Pacific, a Navy landing craft slams into a beach to unload a detachment of Marines. With the assault team ashore, the craft backs down and heads out to sea.

It disappears from sight, swallowed up by a larger ship anchored off the coast.

That larger ship is the amphibious transport dock USS *Denver* (LPD 9).

The 340-ton landing craft unit inside her gray hull is LCU-1666 commanded by Chief Boatswain's Mate Donald R. Thurston.

"Hardest part of this job," said Thurston, "is getting the landing craft into *Denver's* well-deck. It's sort of like trying to get a Continental into a VW garage on an oil-slicked driveway during an earthquake. It's not easy."

Inside *Denver's* flooded hull, LCU-1666—"U-Boat" to her crew—is secured with chains, steel cables and hooks. Like umbilical cords, tubes and

hoses join the craft to the mother ship. "*Denver* supplies our water and television," said Thurston. "Other than that we're pretty much independent."

To the Gator Navy, the landing craft is aptly called the "ship within." More often than not, the "ship within" operates independently—outside the gray walls of the mother ship and under the power of her own four diesels.

Looking like a toll bridge with ramps at both ends and a pilot house off to one side, the landing craft frequently transports marines and their tanks to beach landing sites for maneuvers. In wartime, units like LCU-1666 ferry cargo up and down rivers and coastlines, carrying men, tanks and bulldozers ashore.

On occasion, the "U-Boat" and her crew of 10 travel hundreds of miles to load or unload equipment and supplies or carry Navy men from one location to another.

In port, when *Denver* lies anchored off shore, the landing craft becomes a liberty launch to carry sailors and visitors to and from the beach and other ships.

At their berth inside the dock ship, the crew eats, sleeps and works aboard their LCU. Shipboard routine is much the same as on other ships. The crew performs repairs and preventive maintenance. Mud is washed off the deck; bumps and dents, left by tank drivers whose skills are more suited to the wide open spaces, are smoothed out and painted.

"She takes quite a beating when we're out and working," said Engine-



*Getting the LCU 1666 into Denver's well deck is something like driving a luxury auto into a garage made for a compact.*

man First Class Robert H. King, second engineer.

"Because there are a limited number of WestPac deployments available to LCUs, the volunteer list to serve aboard is long," said Chief Thurston. Most of his crew reenlisted to get into the unit.

When selecting his crew, Thurston

looks for men who can get along well with each other. "We're a small unit and we have to make a lot of adjustments for each other."

Small unit or not, the crew on board LCU-1666 is proud. Their craft sports the red "E" for excellence in engineering and the Amphibious Assault Award for being tops in landing operations.

Another thing that makes for this happy crew is Mess Management Specialist First Class Laureano H. Galbadores, the ship's cook. Galbadores admits that it's a bit tougher working on

an LCU. He says that when he's not aboard, the men have to fend for themselves in the galley, which is always open for snacks.

"They never complain," he said. "They just keep asking, 'What's to eat?' I know what they like and I just cook."

Their galley is complete with almost every convenience. There also is a laundry, a crew's lounge, sleeping quarters for 14, and even a stateroom for the skipper.

When the day's work is done, the men relax—drink coffee in the galley or enjoy the air-conditioned TV lounge.

"We're kind of a family, very closely knit," said Radioman First Class Gary A. Mann. "On liberty, we don't all go together, but it usually turns out that we all end up at the same place." ↓

*Left: Chief Boatswain's Mate Donald R. Thurston has what everyone wants—a ship of his own. Left, below: Looking like a misplaced toll bridge, the LCU 1666 sits on the beach with both ramps down. Below: MSI Galbadores enjoys working in the LCU's small but efficient galley.*





# USS Albany

## Five Days in Monte Carlo

STORY BY JO1 KEN DUFF  
PHOTOS BY PH1 JOHN LUCAS

Most Americans dream of a vacation to Europe, visiting far off lands across the sea. Usually these places are seen only in movies or through postcards.

Today's American bluejacket not only has the opportunity to visit those lands, but also to take part in famous events such as the Cannes Film Festival or the Grand Prix Race.

Following a two-week deployment as part of the annual North Atlantic Treaty Organization exercise "Dawn Patrol," the 1,000-man crew of the guided missile cruiser USS *Albany* (CG 10) visited the tiny Principality of Monaco during the annual Monaco Grand Prix. It was the first visit of a 6th Fleet flagship since USS *Springfield* (CLG 7) visited Monaco six years ago.

"It was more than just a visit to Monte Carlo," said Yeoman Third Class Michael F. Silva. "We had the opportunity to view the race firsthand. It really was an experience."

Famed for centuries—more recently as the playground of the "jet set"—Monte Carlo opened her doors to the American bluejackets with tours



*On liberty in Monte Carlo, Albany crew members stroll along Yacht Harbor and through the shopping center, meet winning driver Jody Scheckter of South Africa and join the crowd that came to watch the 37th Grand Prix.*







# USS Albany

of local sights, including the famed Oceanographic Museum and Aquarium. As they say, "Anyone who's bored in Monaco is boring!"

Monaco consists of 465 acres and is about half the size of New York City's Central Park. It has a population of 24,000; about 5,500 are native born. A hereditary and constitutional monarchy, Monaco has been headed by the Grimaldi family since 1297. The present monarchs are Prince Rainier III and (American born) Princess Grace (Kelly).

"A visit to Monaco is always enjoyable," said Engineman Second Class Dirk A. Scott, "but to be able to see the Grand Prix is another thing. The race added so much more to the visit.

"Being from Gas City, Ind., I have seen many an Indianapolis 500 race, but that's an entirely different style."

The Monaco Grand Prix is the only grand prix in Europe held on city streets. This year, the 37th annual, saw South African Jody Sheckter take first place honors in his No. 11 Ferrari. Famed for its high-pitched noise, speed, and sheer danger, the Monaco Grand Prix is one of the more expen-

sive races on the European circuit.

More than 250 *Albany* crew members were provided reserved seating on the 3,312-meter course for the simple "fee" of wearing their uniforms. As one sailor put it, "The people right across from us were paying \$50 for their seats."

"Not only did we have the opportunity to see the various sights," said YN3 Silva, "but along with the race,

we had ample time for the beaches and to try our luck at the casino."

Special for most Americans, this year's race was the first since 1962 that an American driver was defending his world championship. Veteran circuit driver Mario Andretti of Nazareth, Pa., drove No. 1, a Lotus from the Martini Racing Team. Andretti provided his usual performance for the loyal fans who traveled thousands of miles to see him in action.

"Andretti was up to his top daredevil style of high-speed driving," said EN2 Scott. "I have seen Andretti in other races, including Indianapolis," said Scott, "and he always provides a thrilling show. I asked him why he chose Monaco rather than 'Indy' in 1979 and he said that he enjoys this type of racing more than oval tracks."

Andretti took the time to talk to the visiting Navymen. After the race, he paid a visit to *Albany* where he spoke to many crew members, signed autographs and posed for photographs.

After the exciting five-day stay, *Albany* and her crew departed for her home port of Gaeta on the Italian Riviera. That's another nice place! ↓



Plenty to see at the Grand Prix: a wind-blown spectator, American driver Mario Andretti, and the No. 12 Ferrari driven by Canadian Gilles Villeneuve.





# Bearings

## Epilogue

All 15 planes of Torpedo Squadron Eight, along with 29 of the squadron's officers and men, were lost that fateful day—June 4, 1942. The lone survivor of Torpedo 8, wounded in the left arm and hand, watched the remainder of the Battle of Midway from the surface of the sea.

There was one chance in a thousand that Ensign George H. Gay would live out that day, let alone the war. Then, after the battle, along came a PBY patrol plane; the sharp eyes of C. E. "Bill" Harmon picked out ENS Gay. The 25-year-old pilot was later rescued.

In the attack against the Japanese carriers *Kaga*, *Hiryu*, *Soryu* and *Akagi*, Gay said that falling planes looked like bits of orange peel being thrown into the water from a speedboat.

"I can't say one way or another when my plane got hit," Gay recalled years later. "I heard my gunner say, 'I'm hit' (they were flying from the carrier *Hornet* in a slow moving, VTB *Devastator* torpedo bomber). I looked back and he was slumped down. He never said anything else.

"I was hit in the left arm and hand, but I reached over with my right hand and released the torpedo. I must have lost consciousness just before my plane went down. The next thing I knew I was in the water and, from that vantage point, I became an eyewitness.

"I saw every one of the airplanes go down. I knew the pilots and crewmen were killed because when planes go down like they did, you find no survivors.

"All the carriers were hit by dive bombers and when all the bombing stopped, I was the only American left alive (on the scene)."

Gay stayed in the water for about 30 hours before he was rescued. Yet, he

knew he would be rescued—"I had faith in the system and knew Admiral Halsey would take care of his men."

Item 32 of Admiral Chester W. Nimitz's report on the Battle of Midway, dated June 28, 1942, stated:

"Not a plane survived this magnificent devotion to purpose. One pilot, after attacking and probably hitting the *Kaga* at close range, with his gunner already killed, crashed near the *Akagi*, ducked under his seat cushion to prevent being machine-gunned, and from this reserved position observed the fierce attacks that followed."

That was 37 years ago. Just recently, at NAS Jacksonville, Fla., George H. Gay met his 1942 rescuer and paid him off with the traditional bottle. Normally, that debt would have been paid years ago but with the war and all, the ceremony got lost in the shuffle.

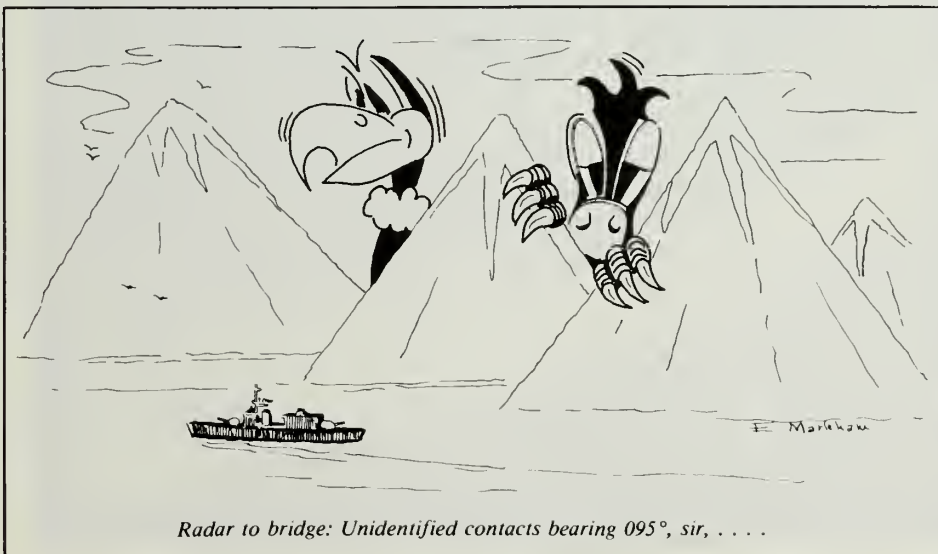
Gay, a member of the Navy League, had put in a career as a pilot with Trans World Airlines. Harmon today heads up a vehicle preparation center in Jacksonville for a large automobile company; he completed a 20-year Navy career. An item in a local newspaper about Gay caught Harmon's attention.



George H. Gay (right) and C. E. Harmon meet again after 37 years.

His reaction was: "This guy owes me a fifth."

It was an emotional meeting at the local CPO Club—arranged by Navy recruiters in Jacksonville. George Gay was more than glad to pay off his debt. He described his meeting with Harmon as one of the most rewarding experiences of his life, perhaps topping even that day in 1942.—JOC Al Clark



Radar to bridge: Unidentified contacts bearing 095°, sir, . . .



# Bearings

## Sierra on Duty

The "grand old lady" of Service Squadron Eight is celebrating her 35th birthday this year—the destroyer tender USS *Sierra* (AD 18). Since commissioning in 1944, *Sierra* has served in the Pacific, Atlantic and Indian Oceans and the China, Philippine and Mediterranean Seas. She is currently homeported in Mobile, Ala.

*Sierra's* mission is providing repair, supply and technical support to Atlantic Fleet ships—a mission for which she has been commended by many of her "customers." Far from being "welded to the pier," *Sierra* has steamed over 34,000 nautical miles during the past two years and has been on three-section duty for 12 of the past 24 months.

*Sierra* is currently undergoing overhaul and is expected to return to the active fleet in 1980.

## Albany Takes Cup

Her name is the 54th to be engraved on the Battenberg Cup, yet USS *Albany* (CG 10) is only the second U.S. Navy ship to be awarded the cup for operational excellence. The 52 other ships listed took the cup in fleet rowing competitions. Confusing? Well, we'll back up a bit.

It all started in 1905 when Britain's Prince Louis of Battenberg was so impressed during a goodwill visit to America that he gave the British Challenge Cup to the U.S. Navy. The cup

was sought by British and American rowing crews between the years 1906 and 1940 when, with the second World War, the competition was put aside for the duration.

Last year the cup was taken out of mothballs by then Commander in Chief, Atlantic Fleet, Admiral Isaac D. Kidd Jr., and reinstated, this time for battle efficiency within the fleet. The submarine tender USS *Holland* (AS 32), stationed at Holy Loch, Scotland, took the cup in 1978; this year, *Albany* was named the top ship, besting some 250 other Atlantic Fleet units.



*Albany* was selected for overall battle efficiency performance with extraordinary performance and achievements in her primary mission. The guided missile cruiser, homeported in Gaeta, Italy, also was cited for career motivation and retention, community involvement, safety and morale.

The cruiser has been awarded the Battle Efficiency "E" award, eight of nine departmental efficiency awards and has been a type commander's retention "superstar" for eight months of the past fiscal year. *Albany*, commended many times for her operational preparedness and proficiency, maintains her commitment to community awareness and assistance projects through high crew retention and excellent morale.

Notable British military leader, the late Admiral of the Fleet Lord Louis Mountbatten, son of Prince Louis, was the guest of honor and speaker during ceremonies held in July in Gaeta aboard *Albany*. Vice Admiral Joseph P. Moorer, Commander in Chief of U.S. Naval Forces in Europe, presented the trophy to the ship.



## Saving Fuel

Norfolk Naval Shipyard (NNSY) is doing a lot more than talking about energy conservation. In cooperation with the city of Norfolk, NNSY is burning trash to produce steam and save fuel oil in the bargain.

The Navy's largest shipyard, NNSY generates about 180 tons of refuse a week. Additionally, the shipyard, which is located in nearby Portsmouth, has agreed to burn 200 tons of trash a week for the city of Norfolk. As a result of the NNSY-Norfolk contract, the shipyard estimates its refuse burning plant (capable of handling 400 tons of refuse a week) will save over half a million gallons of fuel by next summer.

The refuse plant, built in 1977 at a cost of \$4.2 million, operates 24 hours a day, five days a week, producing 10 percent of the steam used by the shipyard.

## U.S. Team Takes CISM

The U.S. team captured first place, Sweden second and Norway placed third in the annual international military sports meet. Officially known as the Conseil International du Sport Militaire (CISM), the event was held this year at Naval Amphibious Base, Coronado, Calif.

More than 60 military personnel representing eight countries competed in two events: a sailing race and a naval pentathlon consisting of an obstacle course, lifesaving, a swimming race, utility swimming, seamanship boat races and an amphibious cross-country race.

*The U.S. CISM team with their First-Place trophy (l-r): LTJG Ray Cottam, LT Brian Robins, LT Rex Hand (team captain), CDR Irve C. Lemoyne, HT2 Robert Augello and QM2 Charles Johnson.*

Lieutenant Rex Hand, a Navy SEAL assigned to Special Warfare Group One in Coronado was the top individual athlete in the five-day meet. He set CISM records in lifesaving and swimming.

CISM competition is sponsored by military organizations worldwide to promote good will through sports competition.

**Reminder...**  
**Aliens must register**  
**during January.**



# Bearings



## King-sized Idea

"It was simple, that's probably why nobody ever thought of it before," said Aviation Electrician's Mate Second Class Richard L. King about his idea to "wire it the other way and add a fuse." Simple or not, the idea brought him a \$1,500 award and is expected to save the Navy nearly \$400,000 a year.

Assigned to Attack Squadron 94 at Naval Air Station Lemoore, Calif., Petty Officer King became annoyed by the frequent need to replace or repair a burned-out battery pack. He decided there must be a better way.

Approximately the size and shape of a cigar box, the battery pack is part of the back-up power source for A-7E jet navigation equipment.

Receiving power during normal operations, the reserve battery had a tendency to short-circuit. King designed a different wiring layout and added

a breaker fuse. He then submitted his design to the Navy Incentive Awards Board for evaluation.

The result: The Board decided to adopt King's modification Navy-wide; with some of the \$1,500 award money, King took his family to Disneyland to celebrate.—*Kay Stokes.*

## Flying High

The "Fighting Frogs" of VT-19 have done it again. To add to their long list of safety awards and citations, Training Squadron Nineteen from Naval Air Station Meridian, Miss., recently received the Meritorious Unit Commendation awarded by the Secretary of the Navy. The citation recognized the squadron's outstanding achievement of 80,000 flight hours without an accident during a period in excess of six years.

The achievement "was unparalleled in the annals of the Naval Air Training Command," said Captain W. W. Hargrave Jr., Commodore of Training Air Wing One, when he presented the commendation to the squadron on behalf of then Secretary of the Navy W. Graham Claytor Jr.

Since the presentation ceremony in June, VT-19 has logged in another 8,000 hours to complete yet another year of accident-free flight.

Since its creation in 1971, the squadron has received three Chief of Naval Operations Safety Awards, two Vice Admiral John H. Towers Flight Safety Awards, seven Chief of Naval Air Training Accident-Free-Year Awards, and the Vice Admiral Robert Goldthwaite Award for training efficiency.

## Clean Solution

Sailors accustomed to getting "washday blues" upon receiving their laundry from the cleaning plant will now find relief. A new laundry training facility—the first offering "hands-on" training—was recently completed at



Ship's Serviceman class "A" school at the Naval Technical Training Center, Meridian, Miss.

Students will receive step-by-step instruction in laundry management and operations in the \$200,700 facility. Pressers, washers, dryers and a complete dry cleaning plant will give students practical experience in laundry operation. They also learn about record keeping, receiving and issuing, sorting, fabric identification, stains and removers, and the use of marking machines to identify ownership.

Thanks to this new training for ships' servicemen, sailors will find their laundry service faster, clothing and linen cleaner, and there shouldn't be any more washday blues.—JO2 Olin White.

## From Sea to Sea

From the Norwegian Sea to the Caribbean, a squadron of frigates and destroyers patrols the North Atlantic sea lanes. They are the ships of the Standing Naval Force Atlantic (STANAVFORLANT).

Whether at sea or in port, the ships of STANAVFORLANT are an alert force able to respond on short notice. They form the nucleus of a more powerful and versatile NATO naval force which could be formed if necessary.

Traveling thousands of miles annually, the NATO ships conduct drills in anti-aircraft and anti-submarine warfare, communications, gunnery, and

at-sea replenishments. During international exercises, submarines, cruisers and supply ships frequently join the squadron.

While the ships are in port, crews exchange visits, and ships welcome local citizens aboard for tours, luncheons and children's parties. These cultural activities strengthen the bonds of friendship between NATO nations.

Formed in 1968, the Standing Force is the world's first permanent multinational naval squadron to operate together in peacetime. It is a floating force that has become an integral part of NATO's defense alliance. STANAVFORLANT is currently under the command of Captain G. M. Carter Jr., USN, whose flagship is USS *Luce* (DDG 38).

## Okinawa on Course

For the second consecutive year, USS *Okinawa* (LPH 3) has won the Admiral Flatley Memorial Award. It is given annually to the LPH/LHA squadron team that has surpassed all competitors in overall contributions to aviation safety.

Rear Admiral David G. Ramsey, Commander Amphibious Group Eastern Pacific, presented the award to the officers and men of *Okinawa* and her embarked Marine Medium Helicopter Squadron (HMM) 165.

Sponsored by the Columbus Aircraft Division of Rockwell International, the award recognizes *Okinawa* as the safety leader in her competitive class. *Okinawa* also won the Flatley Award

in 1966. USS *Tripoli* (LPH 10) and HMM 262 were this year's runners-up.

Vice Admiral James H. Flatley was a

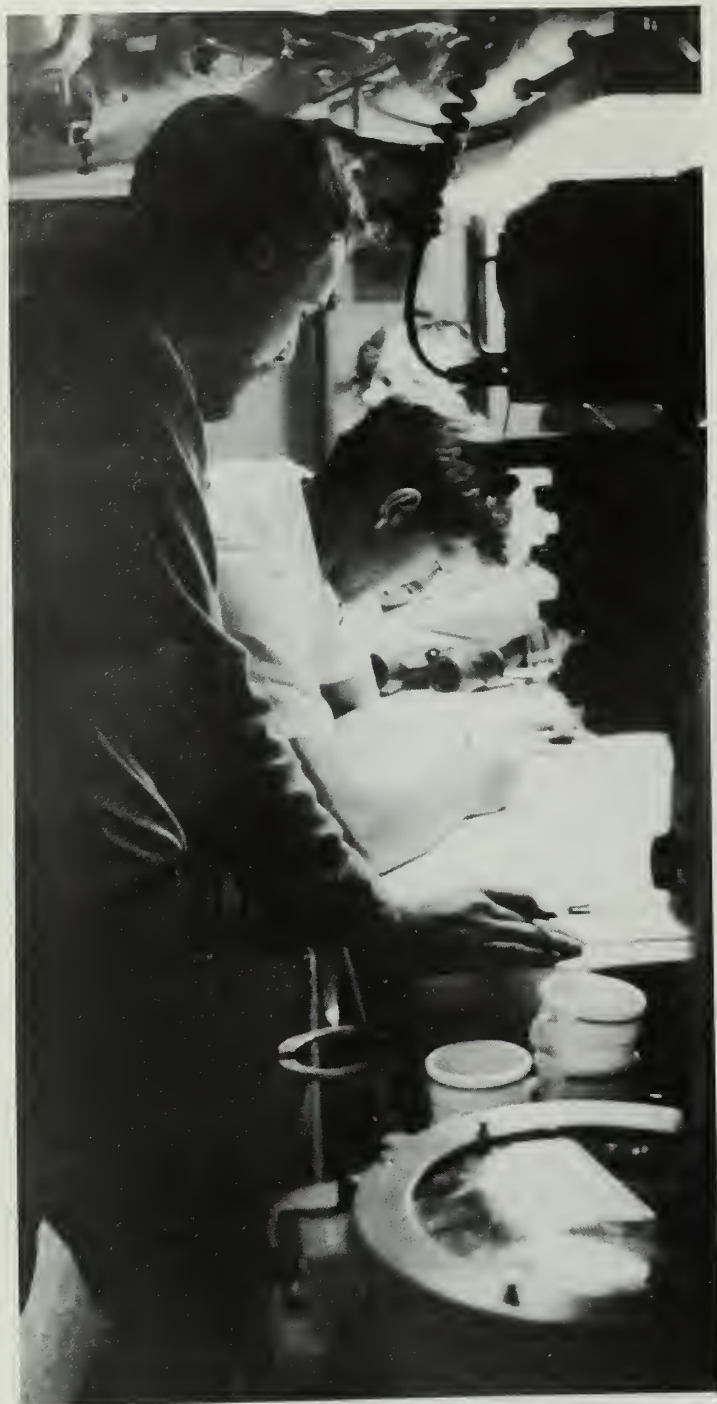
naval aviator whose interest in accident prevention set the pace for the Navy's accident prevention program.



With the Flatley Award (l-r): RADM David G. Ramsey, Commander, Amphibious Group Eastern Pacific; LCDR John Francel, Assistant Air Boss; CAPT B. R. Boland, commanding officer; and CPO Paul Gallegos, flight deck chief.



# Getting



*Guests were everywhere: in the control room (above) with Quartermaster Seaman Tom Cain at the plotting board, and in the torpedo room where compressed water slugs were fired through the tubes.*



# a look at Lee

BY JO2 BOB COWAN

Ever wonder what it would be like to take a cruise aboard a nuclear-powered fleet ballistic missile submarine?

Taking advantage of a rare opportunity, about 100 dependents and guests of USS *Robert E. Lee's* (SSBN 601) "gold" crew found out what it's like when they recently took a one-day cruise off Hawaii.

They boarded *Lee* apprehensively but, once aboard, the guests showed their excitement as the sub submerged into a strange new world.

The new hands split into small groups because of the sub's close quarters. Visitors learned firsthand how fresh water is produced. Also, they discovered that food, besides being stored in regular compartments, is stocked wherever space is available.

During the cruise, the visitors stopped in the sonar room where they listened to dolphins on sound recorders. They toured the crew's berthing quarters; today's subs are bigger and more comfortable than diesel boats of earlier years. "It actually looks kind of homey," one guest said.

The main attraction was the control room, *Lee's* nerve center. Visitors watched as navigators studied charts and worked at plotting boards while other technicians kept a sharp eye on instrument panels.

Younger visitors stood spellbound as "torpedoes" (compressed air/water slugs) were fired following a prelaunch countdown. Most took turns at the periscopes to watch the simulated firing operation.

All were excited when the demonstration of diving angles brought the sub to various inclines.

At lunchtime, crewmen and their guests sat and talked in the crew's



mess. Lunch over, the kids got a chance to rest and watch a movie.

Some guests were relieved and others were disappointed when, after five hours submerged, *Robert E. Lee* surfaced and returned to Pearl Harbor's submarine base.

Afterwards, one wife said, "I'm glad it's him down there instead of me. Five hours is fine, but I can't imagine two months of this."

*Sharing the good food aboard Lee is made more enjoyable because of the service.*

For the youngsters, though, they can't wait to go out again: "WOW! Let's do it again." ↓



## Dahlgren: Father of modern naval ordnance

BY CAPT L. G. HOLMBERG

Accurate and deadly, today's rocket boosted, laser guided projectiles are a far cry from the "soda-water bottle" cannons of the last century. Today's weapons are, however, a product of many earlier designs.

For more than a hundred years, a

countless number of scientists, engineers and technicians working in laboratories, and sailors operating the big naval guns on combat ships, have contributed to modern naval weaponry. One man, however, deserves more credit for this development than

any other—Rear Admiral John Adolphus Dahlgren, "father of modern naval ordnance," and one of the most competent technical officers ever to serve in the United States Navy.

Admiral Dahlgren was born in Philadelphia, Pa., Nov. 13, 1809.

*The famous eleven-inch Dahlgren gun on a slide-pivot mounting in operation aboard a Navy warship during the Civil War. Photograph courtesy of the Matthew Brady Collection, National Archives.*



He was educated in Quaker schools until age 15, when his father died. Young Dahlgren applied for a midshipman's appointment in the Navy but his application was at first refused. Fortunately, he prevailed and he received his appointment Feb. 1, 1826.

His first cruise was in *Macedonian*, a British ship captured in the War of 1812. Midshipman Dahlgren served six years, passed his examination and was promoted to Passed-Midshipman.

Already noted for his proficiency in mathematics, he was detached from regular service and assigned to the Coast Survey, today's National Ocean

Survey. He participated in the Survey from 1834 to 1836 when he was elected to assist in making observations of the solar eclipse of that year. He later became second assistant in the survey and head of a triangulation party—the first naval officer ever to hold such a position.

In the spring of 1837—after 11 years in the Navy—Dahlgren was promoted to lieutenant and received orders to sea. However, his eyes began to fail and he had to retire from active service. Two years later, he married Mary C. Bunker of Philadelphia and moved to the country to regain his health.

After four years he had recovered sufficiently to return to active service.

Lieutenant Dahlgren left his family of three children in the country and went to sea in the frigate *Cumberland*, cruising in the Mediterranean. While serving in *Cumberland*, he produced his first ordnance invention, a perforated hammer.

He was ordered in January 1847 to duty involving ordnance manufacture and testing at the Washington Navy Yard. Finding the facilities at his disposal inadequate, Dahlgren planned and proposed an ordnance workshop at the yard.

He was also given additional duty as part-time instructor at the new Naval School in Annapolis, after he had refused an offer to head up the school's department of gunnery.

He began experiments on armament for ships' boats in 1849, developing the "boat howitzers," a type of gun suited to both field and naval service and later used extensively during the Civil War.

After a near-fatal accident that November when a cannon burst in testing, Dahlgren began designing a completely new nine-inch shell gun which would be able to withstand the great pressures created by heavy shells. His subsequent study of bore pressures was the first such scientific study in the United States.

In July 1850, he proposed that frigates be built with ten-inch pivot guns on their spar decks and nine-inch shell guns on their gun decks. Such a radical change to the ship's armament was not acceptable to his superiors, however, and his proposal had to wait.

In 1856, the year after he was promoted to commander, Dahlgren finally succeeded in gaining recognition of his concept of large caliber guns with the arming of the new steam frigate *Mer-*



Rear Admiral John A. Dahlgren by Matthew Brady.



# Grains of Salt

*rimac* with nine-inch Dahlgren guns. *Merrimac's* gun trials proved the weighty weapons to be manageable. They possessed greater range, accuracy and durability than earlier heavy guns.

With his reputation growing, Dahlgren published several works on ordnance which brought him worldwide attention. From June to December 1857 he was at sea in *Plymouth* proving the effectiveness of her armament—one 11-inch and four nine-inch Dahlgrens, three howitzers and 100 rifled muskets of his invention.

In protection of American interests, he cruised off the Mexican coast from May to December 1858 and returned to Washington in 1859 for further work on rifled ordnance. His work in this area, as with most of his ideas, was ahead of his time and he received little support from his superiors. His Dahlgren guns, however, became the standard armament for the frigates of the United States Navy, and his plans

for the arrangement of shipboard armament were adopted by many European and South American navies.

At the outbreak of the Civil War, upon the departure to the Confederate service of all officers senior to him at the Washington Navy Yard, Dahlgren succeeded to command of the yard. He became a close friend and adviser to President Abraham Lincoln who was impressed with Dahlgren's ability and ingenious mind.

Dahlgren directed the tremendous wartime production at the Gun Factory, continued his research, and worked closely with John Ericsson in ironclad development. In July 1862, he was made Chief of the Bureau of Ordnance and was promoted to captain the following month. In February 1863, his contributions were recognized by a vote of appreciation from Congress and his subsequent promotion to rear admiral.

Admiral Dahlgren's intense desire

for combat duty was finally fulfilled in July 1863 with his selection as Commander of the South Atlantic Blockading Squadron. His service in this post lasted until June 1865 and included participation in the bombardment of Fort Wagner and cooperation with General Sherman in the capture of Savannah.

Beginning with their first battle test in the *Monitor-Merrimac* duel, and through every naval engagement of the war, his new weapons proved their superiority. Dahlgren's inventions had revolutionized naval ordnance, set a new standard for the world's navies and contributed to the end of the wooden fighting ship.

After the war, Rear Admiral Dahlgren commanded the South Pacific Squadron, then returned in 1868 to Washington as Chief of the Bureau of

*USS Dahlgren (TB 9) fitting out at the Bath Iron works, Bath, Maine, about 1900.*





*USS Dahlgren (DD 187) leaves the Philadelphia Navy Yard (1931).*

Ordnance. Preferring research to administration, he requested reassignment as commanding officer of the Washington Navy Yard. He died at age 60 on July 12, 1870, in Washington. He is buried in Philadelphia's Laurel Hill Cemetery.

In her "Memoir of John A. Dahlgren," the Admiral's widow, Madeleine Vinton Dahlgren, whom he married in 1865 (his first wife died 10 years before), wrote: "As yet (1882), the country which Admiral Dahlgren served with such consuming zeal and which has reaped such enduring benefits as the result of his inventive genius and unstinted loyal service, has not erected to his memory, or to that of his hero son (Ulric, a 21-year old colonel killed in the Civil War), any monumental semblance in marble or bronze, or made any adequate recognition of his merits."

But recognition and memorials to

the admiral did materialize. The United States Navy has honored Rear Admiral Dahlgren over the years by naming three ships after him. The first *Dahlgren* was 151-foot torpedo boat destroyer (No. 9), the second was the 314-foot destroyer (No. 187), and the third is the currently active guided missile frigate (ex-DLG 12—now DDG 43).

Over the years the Navy has also honored Admiral Dahlgren by naming buildings and streets for him on many naval installations, particularly those involved in ordnance training. However, the two most significant and long-lasting memorials to the admiral are Dahlgren Hall at the U.S. Naval Academy, Annapolis, Md., and the Dahlgren Naval Surface Weapons Center (NSWC) and Laboratory at Dahlgren, Va.

Dahlgren Hall at the Academy served for many decades as the training ground for thousands of naval officers who received their introduction to naval gunnery. When the Navy moved into the missile age, the traditional

armory building was converted into a recreation facility. Though still bearing his name, Dahlgren Hall is no longer associated with weapons and guns but it still serves midshipmen.

The history of the Dahlgren Naval Surface Weapons Center goes back many years to the time when the Navy was operating a weapons proving ground at Indian Head in Maryland—about 30 miles south of Washington, D.C., along the Potomac River. As the population increased along the river, it became more difficult to test the ever increasing size guns which required larger charges of gunpowder.

In April 1918, Congress authorized the president to take over 1,366 acres of land between Machodoc Creek and Lower Cedar Point Light on the Potomac. In addition, Blakistone Island, located about 15 miles down the river from the newly acquired land, was also given to the Navy.

Known as the "lower station" of the Indian Head facility, the new area began its role as a proving ground in October 1918. On Jan. 15, 1919, it was



# Grains of Salt

officially named for Rear Admiral John Adolphus Dahlgren.

At the beginning of World War II, the Dahlgren Weapons Laboratory was created at the proving ground for research and development. The “Manhattan Project” for development of the atomic bomb was one of the lab’s first projects.

When defense technology shifted to missiles, Dahlgren lab was chosen to head up the *Polaris* Ballistic Missile Program. In the 1960s, the lab’s computer center increased in both size and prestige as it began to conduct studies of the *Poseidon* and Transit Navigation Satellite Programs.

Dahlgren Laboratory initiated the concept of guided projectiles fired from naval guns. This opened new doors in such areas as fire control, electro-optics, ballistics and guidance. The early 1970s produced the first five- and eight-inch laser guided projectiles as well as new gun fire control systems that required advance computer technology.

In 1974, the Navy consolidated the Naval Ordnance Laboratory, White Oak, Md., with the Dahlgren Weapons Laboratory, to form the Naval Surface Weapons Center—the Navy’s largest research development test and evaluation center.

As weapons research and development goes forward, the Dahlgren name will continue to be associated with new inventions and new ordnance technology, in honor of the man who pioneered this field for the Navy—the man regarded as the “father of modern naval ordnance.” ↓

*A proud name lives on in the USS Dahlgren (DDG 43), the third Navy ship named after the admiral; the Naval Academy’s armory, Dahlgren Hall.*





# Light and highly portable

BY LT J. M. CHERRY

If safety regulations are ignored, any Navy job can become potentially dangerous. But some hazards aren't covered by the regs. For example, what procedures would you follow if a polar bear decided you looked tasty?

You'd probably do exactly as the eight men of Underwater Construction Team Two's (UCT 2) Arctic West Detachment did when faced with just such a situation. You'd become, as the team's motto touts, "light and highly portable." Being fleet of foot, however, didn't stop the bear from damaging the team's main camp which had been set up for a recent deployment to the arctic to install an underwater hydrophone array.

When the divers left Nome, Alaska, aboard the Coast Guard icebreaker *Northwind* (WAGB 282), polar bears were the least of their worries. They were more concerned about the equipment they would use on their dives under some 14 feet of ice to depths of 90 feet. But before the job was finished, UCT-2 would learn to cope with the extremely harsh environment and its effects on equipment and men.

Selection of equipment was critical. The divers chose the single hose regulator with external thermal protection of the first stage as the scuba gear best suited for the frigid environment. For body protection they chose the variable volume dry suit which uses a cushion of air to insulate the diver from the extreme cold. Even with the best equipment, there are limitations.

A serious problem which can occur under arctic diving conditions is regulator freeze-up. Despite the fact that freezing can be minimized by covering the first stage block with a rubber cap filled with an antifreeze solution, continuous purging of the mouthpiece for more than five seconds can cause a freeze-up.

The dry suit isn't without problems.

A rip in the suit or parting of a zipper can cause an immediate loss of buoyancy along with thermal shock—it doesn't take long for a diver to freeze to death when not protected by the suit.

Special precautions were also taken for air compressors by using oil specifically designed for cold weather use. Diesel air compressors were fueled with arctic diesel fuel to reduce the possibility of parafin formation in the fuel, and filters were carefully drained before compressor shutdown to prevent moisture freeze-up when not in use. In addition, wind direction was closely monitored to ensure the air intake was always upwind of the compressor exhaust.



"In spite of the precautions taken with the equipment," said Steelworker First Class John D. Hunter, petty officer in charge of the UCT-2 detachment, "the diving supervisor is the key to the safe, successful accomplishment of the assigned diving mission. He's responsible for organizing all phases of the diving operation including equipment, personnel, briefing of divers, chamber preparation and emergency procedures."

Once the scientific party established

the ice camps, underwater installation of the hydrophone array began. The array, consisting of eight hydrophones, had to be installed in a straight line at a constant depth. Eight-inch diameter holes were drilled through the ice at specific intervals and sections of pipe were lowered through the ice for subsequent assembly by the dive team.

The divers entered the water through a refrozen lead—a navigable channel through the surrounding ice pack. Although the ice at the lead was only two feet thick, the surrounding pack ice varied in thickness from eight to twelve feet. However, in spite of the thickness and hazy, late afternoon sunlight, the divers' visibility ranged to about 75 feet.

After the hydrophone array assembly, each connection was rechecked by the team, the array was lowered to its operational depth, and sound projections from the Coast Guard icebreaker *Northwind* and helo-deployed underwater charges indicated that the system was in good working order.

With another job well done, UCT-2 members rejoined the *Northwind* for the return cruise to Nome. ↓



# Head for the

BY JO2 BARB TEIN-GEDDES

At Pax River, checking in is different than it used to be. Thanks to PASS—the Navy's Pay/Personnel Administrative Support System—it's possible for a new arrival to check in within a few hours or less.

For the more than 3,000 military people at Naval Air Station, Patuxent River, Md., it's not only the check-in time that has changed—PASS also means their personnel and pay records are consolidated and easily accessible and transportation needs are handled in the same location. More than that, PASS means convenience, accuracy in records, and a fast response if they need help.

According to one who's assigned to the new center, "PASS saves wear and tear on the individual and there's no duplication of work on the service record. Besides, mistakes can be corrected immediately."

The Navy PASS concept to consolidate the personnel, pay and passenger transportation functions came into being about two years ago. Three pilot areas—Washington, D.C., Norfolk, Va., and San Diego, Calif.—proved that the one-stop service idea would work for the benefit of the individual military member. The pilot program also showed that PASS would result in more efficient personnel management and savings in the number of billets required.

So in September 1978, the Vice Chief of Naval Operations made the decision to implement PASS at all Navy shore activities. Pax River, with its two major commands and over 30 tenant commands, including three squadrons, is one of those places where PASS is active.

It didn't happen overnight, however. Consolidating the personnelmen, disbursing clerks, and the civilian disbursing employees into one organization from their half-dozen or so small Mil-



tary Personnel and Disbursing Offices located all over the 7,200-acre installation wasn't easy. And there was opposition to the idea of taking people out of individual commands where they either had been one of a kind or in charge as senior petty officers and thrusting them into a large organization.

Jean Yannayon, civilian supervisor of the Educational Services Branch, was one of those initially opposed to PASS. "It was new and there were no set guidelines or procedures," she said. "I wasn't sure it would work."

But Lieutenant (junior grade) Janet E. Craig, the officer-in-charge of the new Personnel Support Detachment (or PSD as the PASS office is called), was determined to set up the model and make it work.

"It was a hard sell campaign, with a

lot of legwork and door-to-door contact," she said. "Commanding officers were no longer reliant on the individual who happened to be assigned to their commands but had people at their disposal with experience and expertise to serve every command. Now our major emphasis is on routine support; the decision-making is left to the CO."

There was the logistics problem—where would PASS find office space? The ground floor of the station's administration building (Bldg. 409) was available but not suitable as it was. Even so, the system began to shift into high gear as PNs were moved to Pax River's building 106, some two miles away from the admin center. Extensive renovation of the administration building began.

Eight weeks later, the PASS people

# PASS



(39 military and 19 civilians), along with tons of equipment, more than 3,000 service records, and hundreds of other files, settled into their new quarters.

When you arrive now at Pax River, you'll head straight for building 409 in order to check in. Once assigned, your first point of contact in PASS is the Customer Service Branch. Here, you can replace your ID card or get new IDs for your dependents. If you're entitled to a housing allowance or commuted rations, or, if you need emergency leave, Customer Services can handle it. In fact, all the paperwork your service record may require during your tour at Pax River can be handled in Customer Services.

In Personnel Accounting, personnel diaries are maintained and your latest evaluations are screened and mailed to the Naval Military Personnel Command. This section, part of the Personnel Services Branch, maintains the military locator index and takes care of officer distribution control, monthly onboard status reports, and optical character recognition (OCR) quality control.

*PASS people on the job: (left) DKCS Papel and DK1 Rowe and (below) LTJG J. Craig, officer in charge.*



Whether you're planning to reenlist or to return to civilian life, the Reenlistments and Separations section will help you. All the paperwork generated by staying in or getting out starts here. This section also handles reenlistment bonuses, Fleet Reserve transfers, and retirements.

When you check out at Pax River, you'll see someone in the Transfer Section. If you're going to an overseas duty assignment, this section will arrange for passports, port calls, and travel.

The Educational Services Branch is also part of PASS. Anything connected with education—on or off duty, military or civilian institutions—is processed here by people who are also experienced in Veterans Administration requirements and forms, as well as forms for officer programs. Getting into a service school starts here. Examination results, good conduct awards, and change of rate requests are processed in this branch.

Monitoring pay records for over 3,000 military people keeps DKs in the Military Payroll Branch busy. But as Senior Chief Disbursing Clerk Nestor I. Papel said, "The workload for disbursing hasn't changed that much because we handled the same number of pay records before PASS as we do now. However, disbursing is now a centralized pay office for whole commands—PASS has made it easier for us to get things done. We don't give anyone the runaround about pay. We take care of any problems right here."

The Public Voucher Branch processes reimbursement travel vouchers for military and civilian personnel. The Fiscal Branch collects and disburses money, handles payroll, travel and per diem checks and prepares financial returns.

Right now, the workload continues to be extremely heavy. But this situation should be greatly alleviated when PASS at Pax River becomes completely automated.

Computers will be added to eliminate much of the paperwork overload. This PSD (and all other shore centers), will have a computer terminal link to



# Head for the Pass

the Naval Military Personnel Command in Washington, D.C., and to the Navy Finance Center in Cleveland, Ohio. Instead of sending additions and corrections to service records by message, automation will permit those changes to be done right at local PASS offices.

Although Pax River's PSD handles the paperwork for travel claims, with the addition of a ticketing machine and full-service terminal facilities, all travel arrangements will be taken care of locally.

These upcoming changes should create improved working conditions for the PSD staff and that in turn means even better service for customers.

While most of the military enlisted are "A" school graduates, the eight to 10 weeks of schooling doesn't always fully prepare them for the level of expertise the job requires. Newly reporting PNs at PASS usually spend their first six months in Customer Service where a senior petty officer shows them the ropes. They get additional training through the command training program plus on-the-job experience. During their tour, they move from branch to branch, becoming proficient in every area.

Senior Chief Papel, the command's leading chief, said, "Everything's working out fine. It's a good place for us and it's very convenient for our customers. We don't have to shuffle back and forth to get records or forms because everything we need is right here."

Other military and civilian employees agree. William Lankford, an ex-Navyman, now Personnel Officer, understands the language of the Navy and how the PASS concept works. "I think it's great and I think the Navy has come a long way."

Even Jean Yannayon, who first opposed the move, has changed her mind. "There's so much more continuity now," she said. "We give good service to our customers and everyone has the same chance to learn and advance."

And what about these customers—the military people for whom PASS was designed? Judging from results of a survey, customers are overwhelmingly in favor of the PASS center. Negative comments are almost nonexistent; criticism tends to be constructive. Generally, comments are encouraging and give the staff a needed morale booster.

Working with problems day after day can sometimes be discouraging—especially when the day-to-day workload hardly guarantees the staff an eight-hour day. However, in an office where military personnel and civilian employees work together with good leadership and support, the job is worthwhile and rewarding. Despite long hours and constant interruptions, the system works where it counts—with customers. ↓



*DK2 Borrero (above) takes care of the payroll while DKCS Papel and DK3 McLaughlin (right) go over leave and earnings statements.*



*(Photos by PH2 Karol Chordus and PH3 Tom Jones.)*

Fortress Gale

# Naval Power in the Pacific





# Fortress Gale

STORY BY PHC KEN GEORGE  
PHOTOS BY PH2 R. WEISSLEDER  
AND PHC GEORGE

As it turned out, "Fortress Gale" proved to be an appropriate name for the 7th Fleet's latest amphibious exercise. As 40,000 sailors and Marines, 26 ships and 280 combat aircraft massed for a mock invasion of Okinawa, Typhoon Judy sent mountainous seas and 150-knot winds smashing across the Western Pacific on a wild rampage.

In spite of a 24-hour delay caused by the storm, the more than 10 months of



*Above: A marine AV-8 Harrier aircraft takes off to provide close air support for Marine elements on the beach. Top, right: Navy landing and reconnaissance craft (LARC) lands on Kin Blue Beach. Right: A Tarawa signalman, aboard a landing craft, communicates with USS Fort Fisher (LSD 40).*



planning and numerous pre-attack rehearsals off Hawaii and the Philippines paid off in a demonstration of America's naval power in the Pacific.

During the war-at-sea phase of this large-scale, two-week operation, the amphibious task force—composed of Navy ships from all over the Pacific—encountered and thwarted attacks by “enemy” aircraft, submarines and surface raiders.

Then came the assault on Okinawa. Under cover of darkness, the first elements of the landing force, an underwater demolition team, slipped ashore and placed simulated charges at strategic points along the enemy held beach.

Offshore, thousands of Navymen and Marines waited anxiously to board

helicopters and assault boats to begin the attack at dawn. When the order came, the silence was broken by the roar of engines from inside the flooded well decks of the mother ships. Loaded with troops, tanks and heavy equipment, landing craft headed for White Beach. Second and third waves soon followed.

As the assault troops stormed ashore, Marine jet aircraft and helicopters provided close air support. Almost simultaneously, a fleet of 30 Marine helicopters from the Navy's amphibious assault ship USS *Tarawa* (LHA 1) descended on a simulated enemy airfield—actually the Futenma Marine Corps Air Station.

During the following days, amphibious operations were conducted at Kin

Blue Beach and Aha Cove, while separate helicopter assaults were made near IBA-Dake Mountain and the Ginoza Reservoir. Numerous logistical exercises supported the troop advances.

According to Rear Admiral Donald S. Jones, Commander, Amphibious Force 7th Fleet, the 14-day training exercise encompassed nearly every command in the fleet.

*Below: A Marine CH-53 Sea Stallion helicopter landing aboard USS Tripoli (LPH 10).*





# Fortress Gale

"This is the first time an amphibious landing exercise has been so widespread," he said. "To support the exercise, reserve medical officers came from all over the United States (for active duty training). Nearly 500 casualties were simulated during the evolution."

Extraordinary safety precautions were taken; still, Fortress Gale did not lack for realism. ADM Jones said that the success of the training exercise proved that 7th Fleet's readiness remains at the highest possible level.

"We must practice so we will be ready when called upon," said the admiral.

"We'll be analyzing the value of Fortress Gale for months to fully understand everything that has taken place. But one thing is for certain: Navy and Marine Corps cooperation was outstanding. We are a great big family, dependent on one another." ↓



*Top: Landing craft heads for the beach during Fortress Gale. Middle: Heavy equipment arrives on the beach. Right: Following landing, Marines moved inland and set up defenses.*



# 750 Presentations Later

BY LCDR PHILLIP KAZANJIAN

While records show that Chief Warrant Officer (CWO) Ralph Furman Bishop Moore retired from the Navy Feb. 5, 1972, the level of his Navy activity today would make some people think he is still on active duty. Since CWO Moore joined the Chief of Naval Operations (CNO) Sea Power Presentation Team in 1971, he has been averaging two speeches a week before both military and civilian audiences.

The CNO Sea Power Presentation Program currently numbers more than 900 speakers nationwide, giving nearly 11,000 presentations annually. Moore has been the top speaker in the program since 1973.

This past spring, Moore became the first recipient of the Navy's "Full Salvo" Award presented by Admiral Thomas B. Hayward, honoring the warrant officer's 750th presentation for sea power.

At a time in life when some Navy retirees relax and take it easy, Ralph Moore is working harder than ever for the Navy. He does so at no cost to the government, not even receiving expenses for travel to or from speaking engagements. Asked why he continues doing this he said, "It's because I enjoy doing something for the country that has been so good to me. The Navy has also been very good to me; it gave me the best wife in the world. We both were in the Navy when we first met."

When Moore completed high school at the age of 17, he enlisted and went on a cruise that lasted nearly four years. When the hitch was completed, he decided to go to college. However, his college plans did not materialize since he was recalled to active duty just before Pearl Harbor.

One of his first duties during World War II was also his most interesting. He was sent to North Africa as the Navy liaison officer to the French Foreign Legion.

Next, he was commanding officer of the USS *Ensenada* (AG 23) operating off Guadalcanal. It was there he met

his wife to be, Julie, a Navy nurse serving on the island.

Ralph Moore joined the Naval Reserve in 1946. Recalled again in 1950, during the Korean conflict, he stayed on. He served on various ships and shore stations until retirement.

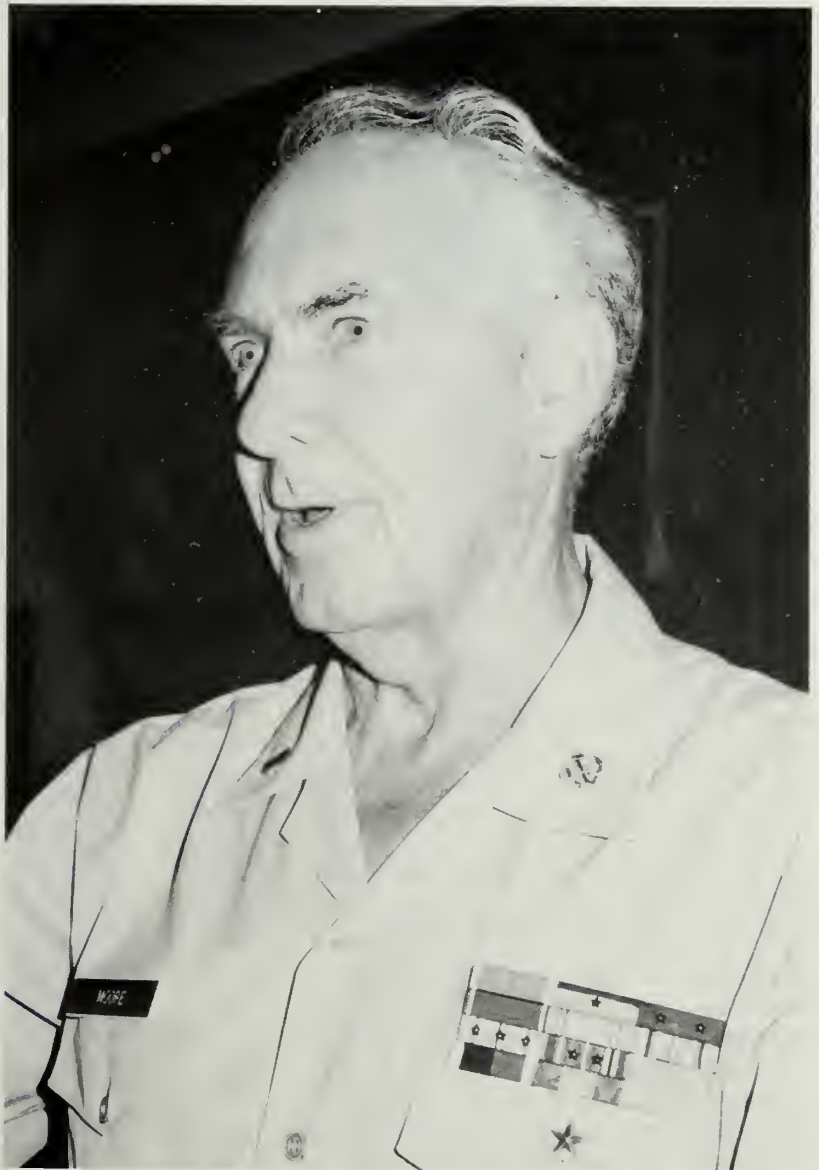
Residing in Westminister, Calif., a Los Angeles suburb, the Moores have three sons and two daughters. All three sons served in the Navy during the Vietnam War.

Moore originally became involved in the speaking program because of his concern over the Soviet naval buildup which he witnessed during his career. He has a desire to inform people about

that buildup. His most popular presentation—"Challenge at Sea"—addresses the magnitude and extent of the Russian Fleet. Moore said, "it is far beyond their need for legitimate self-defense."

He has the goal of making 1,000 presentations before he "retires" from active speaking. Judging from his popularity, this retirement, like the one in '72, may be subject to modification.

Information regarding participation in the Sea Power program can be obtained by contacting—Chief of Naval Operations (OP-09D), Sea Power Presentation Team, Rm. 718, 808 N. Randolph St., Arlington, Va. 22203. ↓





# for the Navy Buff

BY JO1 DAN WHEELER

Here again, especially for those incurably hooked on nautical trivia, is another installment of *For the Navy Buff*.

**Q.** Is Master Chief Air Controlman Robert K. "Nap" Jones the only enlisted pilot still on active duty?

**A.** In the Navy, yes; in the armed services, no. AACM(AP) Jones, who has more than 30 years' active service, shares that distinction with the Coast Guard's Master Chief Aviation Machinist Mate John P. Greathouse. ADC-MAP Greathouse assigned to the USCG Aviation Training Center in Mobile, Ala., has served more than 37 years on active duty.

**Q.** Can you tell me something about the man for whom USS *Capodanno* (FF-1093) is named?

**A.** Reverend Vincent R. Capodanno, M.M., was a native of Elm Park on Staten Island, N.Y. A Maryknoll missionary ordained in 1958, Father Capodanno spent several years as a priest in Formosa before volunteering for duty as a Navy chaplain in Vietnam.

After completing a 13-month tour, Father Capodanno requested, and was granted, a six-month extension. During the fourth month of the extension, on Sept. 4, 1967, the 38-year-old chaplain, after being wounded by an exploding round, continued his duties until he was killed in a hail of machine gun fire. At the time of his death, he had just finished administering the Last Rites of the Catholic Church to a mortally wounded Marine.

Posthumously awarded the Medal of Honor, Father Capodanno was the only priest to be so honored during the Vietnam War, and the second Catholic priest in the Navy to receive the nation's highest award for valor. (The other was Father Joseph O'Callahan, S.J., who rallied USS *Franklin* crew members during an attack in World War II.)

**Q.** What were the original names of the eight vessels purchased in 1775-76 to form the nucleus of the Continental Navy?

**A.** In late 1775, the Continental Congress organized the first American fleet by granting commissions to Esek Hopkins, commander in chief of the fleet; Dudley Saltonstall, captain of *Alfred* (originally named *Black Prince*); Abraham Whipple, captain of *Columbus* (originally *Sally*); Nicholas Biddle, captain of *Andrew Doria* (originally *Defiance*); and John B. Hopkins, captain of *Cabot* (originally *Sally*).

By the end of January, 1776, the Naval Committee had added four smaller vessels to the fleet; *Providence* (originally *Katy*), *Hornet* (originally *Falcon*), *Wasp* (originally *Scorpion*), and *Fly* (originally *Lizard*).

In addition to these eight which set sail as a fleet in 1776, three more merchantmen were purchased and converted, but not ready to sail with the nucleus fleet. They were: *Lexington* (originally *Wild Duck*), *Independence* (original name unknown), and *Reprisal* (originally *Molly*).

Total cost of purchasing and outfitting the first eight Continental Navy vessels was \$134,333. We'll leave it to modern economists to determine if the Naval Committee got a bargain after inflation and such has been taken into account.

*Continental Navy's Alfred*



**Q.** When was John Paul Jones commissioned in the Continental Navy?

**A.** All of our young Navy's first officers were appointed and commissioned by the Navy Committee of Congress. John Paul Jones was commissioned First Lieutenant in the

Continental Navy and formally assigned to *Alfred* on Dec. 7, 1775.

Jones later claimed he had been offered the rank of captain and the command of the sloop *Providence*, but had declined for two reasons: he had never sailed a sloop which was regarded as dangerous and difficult to handle; and he believed he could be more immediately useful and learn more seamanship as first lieutenant under a captain.

Historians now believe that Jones regretted not accepting command of *Providence* (John Hazard initially took that command). Jones did ultimately take charge of *Providence* on May 10, 1776, his first command in the Continental Navy. He was 18th in seniority on the captain's list October 10, 1776—a position he found hard to accept gracefully.

**Q.** Wasn't Commodore Matthew C. Perry the first American naval officer to successfully negotiate any type of agreement with the Japanese?

**A.** When Perry opened Japan's ports to world trade in 1853, he certainly achieved deserved recognition for negotiating a treaty with the Japanese, but, he was not the first to negotiate successfully.

That distinction is reserved for Commander James Glynn, commanding officer of the sloop *Preble*. Learning from the Dutch consul at Canton, China, that 15 American seamen were being held captive in Nagasaki, Japan, CDR Glynn set sail in March 1849 on a mission of rescue.

Arriving on April 17, he ignored Japanese boats attempt-

Matthew Perry



ing to prevent his entrance into the closed harbor, and sailed to anchorage next to the mainland. Refusing to negotiate with none but the highest ranking Japanese military men and officials, he secured the release of the sailors on April 26 and headed home. Encouraged by these successful negotiations, Glynn drafted a proposal calling for a major effort by the United States to secure a trade agreement with Japan. Commodore Perry's mission a few years later was in response to Glynn's suggestion.

**Q.** In "old Navy" jargon, what were "millers"?

**A.** A well prepared "miller" might not be so hard to swallow, if you first understand the state of Navy food service in an 18th century man-of-war.

The main meal of the day often consisted of salt pork and beef, biscuits, some type of hearty vegetable, beer and some



butter and cheese. Late in a voyage, that fare, though still the same in name, was much different in quality. The meat became so hard that some sailors carved it into little boxes and varnished them; the cheese was infested with long red worms; biscuits were crawling with maggots—and these were just the first signs of decay.

Still later, the meat was inedible even after a good chew, the cheese was rancid and the biscuits had turned to dust. It was then that the millers began to look appetizing.

"At this point," according to A.B.C. Whipple in *Fighting Sail*, "the men would eat the ship's rats—if they could catch them. The rats were wryly known as 'millers' because of the white coats the animals got from spending much of their time in the flour."

**Q.** What was the first Navy ship to have a ship's library?

**A.** The first United States ship to have a library was probably the 74-gun *Franklin*. Just before she sailed for a three-year cruise in the Pacific in 1821, a New York philanthropist, William Wood, addressed the crew on the subject of a seaman's library. His remarks were greeted with such enthusiasm that the officers and men immediately contributed about \$600 to buy more than 1,000 books. Commodore Charles Stewart, *Franklin's* commanding officer, set aside a compartment aboard ship to serve as ship's



library and he then appointed a librarian.

When the ship returned in 1824, what was left of the collection was turned over to the Brooklyn Navy Yard to become the nucleus of the Seaman's Library. Four years later, the Navy Department published a list of books which "will be furnished for the use of vessels of war when on a cruise, and for use of yards." Thus, ships' libraries came into existence and have continued to this day.

**Q.** In all history, which was the first country to have a standing navy?

**A.** According to Thucydides in his *History of the Peloponnesian Wars*, written about 404 B.C.: "Minos (of Crete) is the first to whom tradition ascribes the possession of a navy." (This statement by Thucydides on the navy of Minos concerns the Greek tradition. There may have been standing navies prior to the time of Minos in Egypt, Mesopotamia, India, or China.) Thucydides is also credited with having said: "A collision at sea can ruin your entire day."

**Q.** Which admiral recommended that planes be shot down in a "friendly fashion"?

**A.** You may be referring to a message sent by Fleet Admiral William F. Halsey to the 3rd Fleet after he received word of the Japanese surrender on Aug. 15, 1945. FADM Halsey's message said: "Cease firing, but if any enemy planes appear, shoot them down in a friendly fashion."

Fleet Admiral Halsey



**Q.** Why is the Medal of Honor worn on a ribbon around the neck instead of on the left breast as other medals are worn?

**A.** Medals and decorations are, for the most part, worn on the left breast. This custom may be traced from the time of the Crusaders who made it a practice to wear the badge of honor of their order near their hearts to denote the high reverence in which it was held.

In the days of the Crusades, a man's left side was the shield side—for he carried the large shield on the left arm to protect both the badge of honor and his heart. The custom of giving precedence to the left side has been handed down to us from generation to generation.

The Medal of Honor, however, is an exception to this custom. Since about 1912, it has been worn on a ribbon around the neck, a position of greater prestige. This apparently follows the custom applied to the highest orders of knighthood which were worn in the same manner.

**Q.** Why did the Japanese choose a Sunday for their attack on Pearl Harbor?

**A.** After last minute peace negotiations between the United States and Japan had failed in 1941, Sunday was chosen as the day of attack because, in the words of Captain Mitsuo Fuchida who led the 183-plane carrier air force, ". . . our information indicated that the American fleet returned to Pearl Harbor on weekends after training periods at sea. Also because our attack was to be coordinated with our operations in Malaya, where air raids and landings were scheduled for dawn of that day."

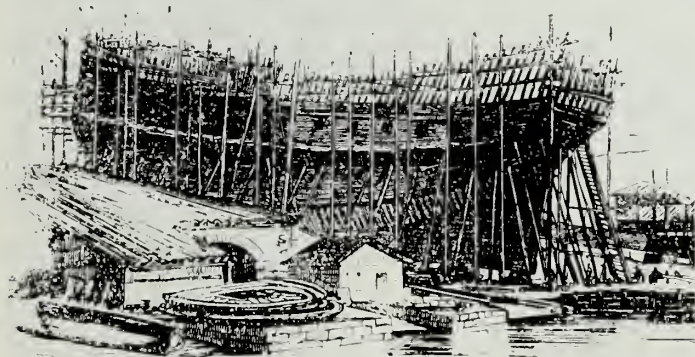
**Q.** Who said, "Say to the fleet, England expects that every man will do his duty"?"

**A.** That was Admiral Horatio Nelson's immortal flag signal to his fleet immediately before the Battle of Trafalgar began on Oct. 21, 1805. Nelson's original order to his signalman called for the message: "Nelson confides that every man will do his duty." One officer politely suggested that "Nelson" be changed to "England" and the admiral agreed. Another suggested that "confides" be changed to "expects" because it would take fewer flags to signal, and Nelson again agreed.

During the battle against the combined French and Spanish fleets, Admiral Nelson was mortally wounded in the chest. His last words—reflecting no less of an expectation of himself than what he expected of his crew—were: "Thank God I have done my duty."

**Q.** How much wood was required to build the hull of a man-of-war?

**A.** H.M.S. *Victory*, (Nelson's flagship at Trafalgar), the British 102-gun man-of-war commissioned in 1778, measured 226 feet from figurehead to stern and had a beam of 51 feet. Typical of her era, *Victory* had a double-planked hull made of live oak and elm (for the keel). To fashion her ribs and double planking alone took about 2,500 trees—about 60 acres of prime forest.



**Q.** When was the first time "Anchors Aweigh" was played for an audience?

**A.** Rare is the American who has not been stirred by the strains of this popular march written by Marine Corps Lieutenant Charles Adams Zimmermann. When he composed the march in 1906, Zimmermann was the leader of the Naval Academy Band, a civilian contract organization which didn't become part of the Navy until 1910.

The march, dedicated to the graduating class of 1907, was first performed publicly at the Army-Navy football game in the fall of 1906. Apparently the stirring music had a salutary effect on the Navy's team because on that date they ended a long string of defeats at the hands of Army.

While at the Academy, Zimmermann became something of an institution (he served as leader of the Navy Band for more than 30 years) and was highly esteemed by the

students. In 1916, a monument was erected to his memory at his grave by "his Midshipmen friends."

**Q.** In October, we celebrated the Navy's 204th birthday, but wasn't there a period since 1775 when there wasn't any Navy?

**A.** At the close of the Revolutionary War, only three men-of-war remained in the Continental Navy. When these were disposed of between 1783 and 1785, the United States was left without a single naval vessel. However, the settlement of accounts and other naval matters was the responsibility of the Secretary of War after adoption of the Constitution.

In this state of defenselessness, our country's commerce suffered such losses at the hands of the Algerine pirates that Congress, in 1794, authorized the building of six frigates. Construction was begun on *Constitution*, *President*, *United States*, *Chesapeake*, *Congress* and *Constellation*.

After peace was made with Algiers in 1795, work was suspended on the ships. However, a new act passed in 1796 authorized the completion of three of the frigates. *United States*, launched on July 10, 1797, went to sea on July 13, 1798 under the command of Captain John Barry; *Constitution*, launched Oct. 21, 1797, went to sea on July 22, 1798, under the command of Captain Samuel Nicholson; and *Constellation*, launched on Sept. 7, 1797, went to sea on June 26, 1798, under command of Captain Thomas Truxton. The launching of these three ships marked the beginning of the U.S. Navy under the Constitution.

**Q.** From what poem does the following line come: "Who can feel the wild delight of the sailor homeward bound?"?

**A.** We believe the line comes from a traditional song of the sea which goes like this:

"The farmer's heart with joy is filled  
When his crops are good and sound,  
But who can feel the wild delight  
Of the sailor homeward bound?"

"For three long years have passed away  
Since we left freedom's shore,  
Our long-felt wish has come at last,  
And we're homeward bound once more."

**Q.** What is the derivation of the word "Antarctica"?

**A.** Let's start a little further north. The Arctic is so named because it is situated under the northern constellation called the Bear (in Latin, "Ursa") for which the old Greek name was "arktikos" or "arktos." Later, the Middle English changed it to "artik," and hence its present name. Antarctica is from the two words "anti-arktos" or "opposite the bear." ↓





# Navy Rights & Benefits

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## Advancement System

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*Ask a person who's spent a Navy career successfully rising through the ranks about the secret of his success and you're likely to get an answer like this: "Know how the advancement system works."*

*After all, understanding the system is the first step toward making that system work for you. And the advancement system is one that the Navy particularly wants each member to understand.*

*This article, No. 13 in the series on Navy Rights and Benefits, highlights the entire enlisted advancement process and explains the behind-the-scenes operation of the advancement system. The information should help you in your quest to make the system work for you.*

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### Preparing Yourself

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If you are among the thousands who want to wear a rocker and stars above your crow, prepare now for advancement. This "journey of 1,000 miles"

begins with a single step into the educational services office for a copy of *The Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards* (NavPers 18068-D).

Study its contents. It contains a listing of the *minimum* skills required for advancement to each paygrade and is considered "must" reading. For your convenience, the *Occupational Standards* portion of the manual has been reprinted in a pamphlet for each rating. Copies are available through your command education office.

Next, get a copy of the latest edition of *The Bibliography for Advancement Study*, also from the educational services officer (ESO). It lists required and recommended rate training manuals (RTM) and other reference material used to write Navywide advancement exam questions. Courses marked by an asterisk (\*) are mandatory.

Once you've studied required and recommended RTMs, complete the appropriate non-resident career courses

(NCRR) included in the manuals. A word of caution: don't study *only* the NRCC questions. Study the entire manual. Questions were written to guide students through the RTM material; however, the entire manual is testable.

Complete *Personnel Advancement Requirements* (PAR) as soon as possible. PAR factors, which replaced "Practical Factors," are based on current occupational standards for each rating and all E-4 through E-7 candidates are required to have them checked off by a division supervisor. PAR is divided into three sections: administrative requirement such as time in rate (TIR); formal school and training requirements such as mandatory "A" schools; and occupational and military ability requirements for which candidates demonstrate ability to perform tasks applicable to their rate and rating.

"Hitting the books" and completing check-off lists are not the only prerequisites for advancement. Performance on the job is extremely important—evaluations dictate if you will be recommended by your commanding officer for advancement. Additionally, superior performance evaluations add points to the final multiple and even one hundredth of a point can make a difference.

A few weeks before the exam, review your service record to make sure all performance evaluations, TIR, correspondence courses and awards have been accurately recorded. Check this information against exam worksheets prepared by the ESO to ensure that your beginning multiple (same as final multiple minus exam score—see section entitled "Figuring the Final Multiple") includes every point to which you are entitled.

Once all this is completed, you're ready to take the exam.

All Navywide advancement exams have 150 multiple choice questions, each with four answer choices. They are given on the same day worldwide for each paygrade to minimize the opportunity for compromise and give every candidate equal opportunity for

advancement. At each exam center, proctors explain exam procedures and answer "how to" questions about completing answer sheets.

There are no secrets to taking the three-hour exam except these: know your subject, get a good night's sleep beforehand, and come prepared to do your level best. Answers don't conform to any prearranged pattern, so don't be alarmed if answer #2, for instance, pops up four or five times in a row and then doesn't appear again for several columns of questions.

Also, don't look for "trick questions"—there aren't any. Read each question carefully and don't try to read more into an item than what is asked. Even if a question seems unusually

easy, don't fret—every exam has some freebies. Remember also there is only one correct answer for each question and it is *absolutely* correct, not "most correct" or "more correct." In practically all cases, however, alternative answer choices will be plausible enough to stump those with only superficial knowledge of their rating.

During each exam cycle, a few advancements are delayed because either examinees or their commands incorrectly complete exam paperwork. The most common mistake is improperly marked answer sheets. This alone can delay getting exam results back to examinees for up to six months.

Some common errors are:

- Not matching printed information

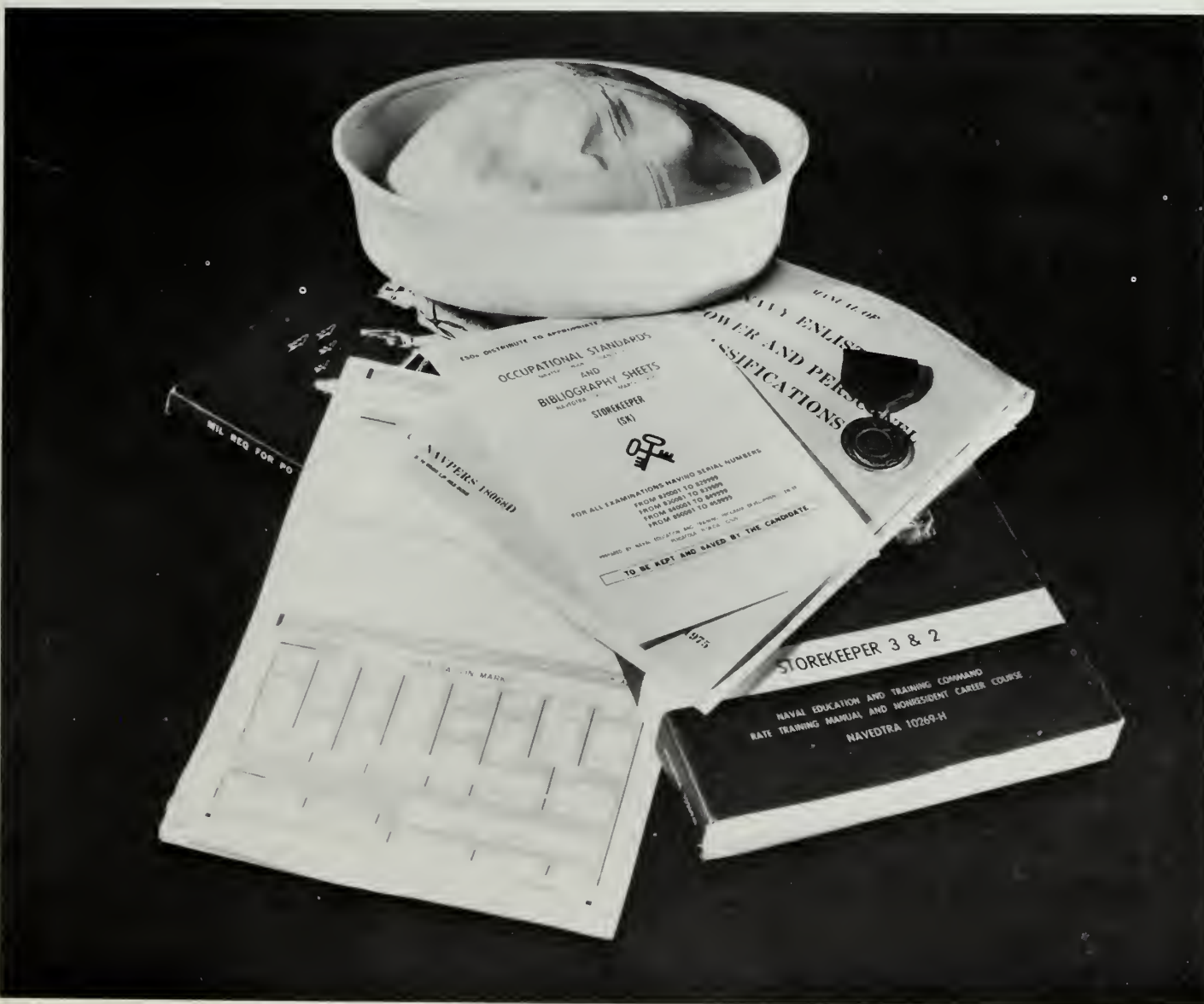
at the top of the exam with computer-scanned information at bottom indicated by darkened circles.

- Answer circles not completely blackened. This frequently happens because examinees use a light pencil which the scanner won't "read." It's advisable to use either an electrographic mark-sensing pencil or a number 1 or 2 pencil.

- Doodling in the computer time tracks on the left side of the answer sheet. Don't make *any* unnecessary marks anywhere on the answer sheet.

- Failure to include correct primary Navy Enlisted Classification (NEC).

- Incorrect time in rate (TIR). Frequently, the TIR indicated exceeds length of service.





# Navy Rights & Benefits

• Incorrect unit identification code (UIC).

Some mistakes are “mechanical errors”; others are “discrepancies.” Mechanical errors include not blackening in circles entirely. Discrepancies include listing an incorrect social security number. Either type of mistake can delay an individual’s exam results.

Both slow the scoring system and cause headaches for Navy civilians and military at the exam center in Pensacola.

## After Exams Are Mailed

Every Navywide advancement exam is mailed to the Naval Education and

Training Program Development Center (NETPDC) in Pensacola for scoring. As they arrive, they are logged in and placed in batches of 11 commands each. Each batch is immediately assigned a code number so it can be retrieved at any point in the scoring process. Batches go through an optical scanner which transfers information

**Table 1. Specific Requirements for Advancement**

| Table 1. Specific Requirements for Advancement |                                                                                                                                                                |                                                                                                                                                                                                                                                             |                                                                                                                                                   |                              |                                                                                                             |                                                                         |                |                |
|------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------|----------------|----------------|
| Requirements                                   | E-1 to E-2                                                                                                                                                     | E-2 to E-3                                                                                                                                                                                                                                                  | E-3 to E-4                                                                                                                                        | E-4 to E-5                   | E-5 to E-6                                                                                                  | E-6 to E-7                                                              | E-7 to E-8     | E-8 to E-9     |
| Service                                        | 6 mos.                                                                                                                                                         | 6 mos. as E-2.                                                                                                                                                                                                                                              | 9 mos. as E-3.                                                                                                                                    | 12 mos. as E-4.              | 36 mos. as E-5                                                                                              | 36 mos. as E-6                                                          | 36 mos. as E-7 | 36 mos. as E-8 |
| School                                         | RTC (CO may advance up to 10% of company)                                                                                                                      | none                                                                                                                                                                                                                                                        | Class “A” for PR3, DT3, IS3, AMS3, HM3, PH3, FTB3, MT3, MU3, EW3                                                                                  | Naval Justice School for LN2 | none                                                                                                        | Navy School for AGC, MUC, MMC                                           | none           | none           |
| PAR NAVPERS 1414/4                             | none                                                                                                                                                           | none                                                                                                                                                                                                                                                        | PAR (Personnel Advancement Requirement), must be completed for advancement to E-4 through E-7                                                     |                              |                                                                                                             |                                                                         | none           | none           |
| Performance Test                               | none                                                                                                                                                           | none                                                                                                                                                                                                                                                        | Specified ratings must complete applicable performance tests before taking Navywide advancement examination                                       |                              |                                                                                                             |                                                                         | none           | none           |
| Military Leadership Examination                | none                                                                                                                                                           | none                                                                                                                                                                                                                                                        | Must be passed before advancement exam for E-4 and E-5 candidates                                                                                 |                              | none                                                                                                        | none                                                                    | none           | none           |
| Enlisted Performance Evaluation                | As used by CO when approving advancements                                                                                                                      |                                                                                                                                                                                                                                                             | Counts toward performance factor credit in advancement final multiple for all E-4 through E-9 candidates                                          |                              |                                                                                                             |                                                                         |                |                |
| Obligated Service Re-quired                    | There is no set amount of obligated service required either to take the Navywide advancement examination or to accept advancement to paygrades E-1 through E-6 |                                                                                                                                                                                                                                                             |                                                                                                                                                   |                              | All CPO candidates must have two years, remaining obligated service to accept appointment to a CPO paygrade |                                                                         |                |                |
| Examinations                                   | Locally prepared tests                                                                                                                                         | NETPDC exams or locally prepared test                                                                                                                                                                                                                       | Navywide advancement examinations required for advancement to all petty officer paygrades                                                         |                              | Must take Navywide advancement exam and be selected by Navywide CPO or SCPO/MCPO Selection Board            |                                                                         |                |                |
| Non-resident career course and RTM             | none                                                                                                                                                           | Required for E-3 and all petty officer advancements unless waived because of completion of Navy school. Courses need not be completed but once, i.e., those who complete the 3&2 course for PO3 need not complete same course again for advancement to PO2. |                                                                                                                                                   |                              |                                                                                                             | Non-resident career courses and recommended reading, see NAVEDTRA 10052 |                |                |
| CO recommendation                              | All Navy advancements require the commanding officer’s recommendation for advancement                                                                          |                                                                                                                                                                                                                                                             |                                                                                                                                                   |                              |                                                                                                             |                                                                         |                |                |
| Authorization for advancement                  | Commanding Officer                                                                                                                                             |                                                                                                                                                                                                                                                             | Naval Education and Training Program Development Center authorization required for advancement to E-4 through E-8 in addition to command approval |                              |                                                                                                             |                                                                         |                |                |

on the exam sheets to magnetic tape. The tape is sent to the Navy Regional Data Center (NARDAC) at NAS Pensacola for scoring by computers. Answer sheets containing mechanical errors are rejected by the optical scanner and manually corrected before being reinserted and recorded on tape.

About 6,000 to 8,000 answer sheets out of 75,000 each exam cycle are rejected by the computer for errors which should have been caught either by the individual taking the exam or by the local exam center. Correcting errors on these delays the scoring process for all involved.

When magnetic tapes arrive at NARDAC, they are "read" by the Navy's exam scoring computer. Each exam is graded and assigned a Navy Standard Score. After the computer scores the exams, it adds the Navy Standard Score to each individual's beginning multiple and codifies them by rate and rating. Once this process is completed, OPNAV notifies the exam center to advance so many people in each rate and rating based on assigned quotas (which are based on the needs of the service).

Once the center has determined which people are to be advanced, rate change authorizations are mailed to commands. They contain pertinent information such as examinees' final multiple, exam scores, exam profiles, and date to be advanced. With CO approval, each candidate is advanced on the date specified by NETPDC. All

others get notices explaining where they were deficient.

### Specific Requirements for Advancement

Tables 1 and 2 outline in detail the specific requirements for advancement at each paygrade, and the scheduling, scoring and notification process. Minimum Navy time in service (TIS) is no longer a requirement for advancement participation. In other words, if a person meets all other requirements, including time in rate (TIR), he or she can participate in the advancement exam, regardless of total time in service. However, the final multiple score, which includes a length of service factor in computing total points, will be determined in the same manner as in previous exam cycles (see Table 3).

### Some Particulars About the Exam System

Step by step, the advancement process is outlined in training manuals. Detailed information is available from Navy career counselors. Qualifications for advancement in each rating are outlined in *The Manual of Navy Enlisted Manpower and Personnel Classifications and Occupational Standards*. Still, there are areas about which people ask questions—How is the final multiple calculated? How important is the CO's recommendation?—and these

will be addressed in this section so you will have a complete understanding of what is involved in getting advanced.

### The CO's Recommendation

The most important requirement in the enlisted advancement system is the commanding officer's recommendation of individual candidates. Without it, no one can take the exam. With it, each candidate has been certified to be qualified for advancement. When a CO recommends a sailor, that means the person is qualified *in all respects*, to the best of the CO's knowledge, to assume the duties and responsibilities of the next higher paygrade.

COs are tasked by the Navy with making honest and conscientious performance evaluations and advancement recommendations. It is the CO's responsibility to recommend *only* those people who are fully qualified. Their initial selection for advancement determines the validity of the entire advancement process.

### The Exam

Navywide advancement exams were not designed to test *must know* information. When an individual is recommended for advancement, the command is certifying that he or she already knows the *must know* information for the rate or rating. That leaves only the *should know* and *nice to know* information as testable material.

How do the three differ? Consider

Table 2. Scheduling, Scoring and Notification Process for Advancement Exams

| PAYGRADE  | EXAM GIVEN         | EXAM SCORED      | QUOTA DETERMINED | NOTIFICATION                | SELECTION BOARD/ NOTIFICATION                       |
|-----------|--------------------|------------------|------------------|-----------------------------|-----------------------------------------------------|
| E-4 - E-6 | March<br>September | April<br>October | May<br>November  | June<br>December            | not applicable<br>for E-4 through<br>E-6 candidates |
| E-7       | January            | February         | May              | April (board<br>eligible)   | June/August                                         |
| E-8 - E-9 | November           | December         | February         | January (board<br>eligible) | March/June                                          |



# Navy Rights & Benefits

an example from the machinist's mate rating.

- Every MM *must know* how to rethread a bolt.
- Every MM *should know* several methods of rethreading bolts.
- It would be *nice to know* how many methods there are of rethreading bolts.

So, *must know* information is that knowledge a petty officer must have to function effectively in his or her rate and rating. *Should know* information is that knowledge which places a petty officer a notch above those who have not applied themselves as diligently.

(*Should know* is the information tested on advancement exams.) *Nice to know* information is just that, and is not generally tested because most of it has no practical application.

Because it is assumed that each candidate for advancement knows the *must know* information, the exams cannot determine if a person is qualified or not. They do, however, determine who is *most qualified* on the basis of *should know* information and ranks them in order from the most qualified to the least qualified. Since the enlisted advancement system is vacancy driven (not everyone can be

advanced because the number of vacancies is fewer than the number of qualified candidates), this process singles out the most qualified for advancement.

It gets tougher to advance the higher one goes because of keener competition for fewer vacancies and lower quotas in the higher paygrades.

## Navy Standard Scores

No one scores 150 on a Navywide exam; the highest score is 80. (Only one out of 400 scores that high.) This is because raw scores, which are the number correct out of the total asked, are converted to Navy Standard Scores ranging from 20, a failing score, to 80, the highest score.

Navy Standard Scores are representative of statistical percentiles. They are computed on the basis of the mean and standard deviation found in each group of exam takers. Generally, a standard score of 80 is in the 99th percentile; a 50 in the 50th percentile; and a 35 in the 6th percentile. All raw scores have to be converted to standard scores so that comparisons within a given group can be made. For example, if in a very tough rate and rating, a raw score of 102 was the highest, it may seem quite low when you consider that there were 150 questions asked. But, if it is 15 points higher than the next best score, it's a very good score. A Navy Standard Score of 79 or 80 makes the raw score of 102 immediately recognizable as excellent.

## The Final Multiple

The Chief of Naval Operations determines how many candidates in each rate from E-4 through E-9 will be advanced. It's based on manning requirements and projected losses due to retirements, discharges, advancements, deaths, etc. CNO tells the exam center the quotas for each paygrade in each rating.

The final multiple for advancement to E-4 through E-6 consists of points awarded for the exam score, performance marks, length of service, time in rate, awards, and passed not advanced (PNA) points. Table 3, Figuring the

**Table 3. Figuring the Final Multiple**

|                                                                   | E-4&5      |             | E-6        |             | E-7        |             | E-8        |             | E-9        |             |
|-------------------------------------------------------------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|------------|-------------|
|                                                                   | Max Score  | FM Wt.      | Max Score  | FM Wt.      | Max Score  | FM Wt.      | Max Score  | FM Wt.      | Max Score  | FM Wt.      |
| Standard Score                                                    | 80         | 35%         | 80         | 30%         | 80         | 60%         | 80         | 50%         | 80         | 40%         |
| Performance Factor                                                | 70         | 30%         | 92         | 35%         | 52         | 40%         | 80         | 50%         | 120        | 60%         |
| Length of Service<br>(E4/5 = LOS-TIR + 15)<br>(E6 = LOS-TIR + 19) | 30         | 13%         | 34         | 13%         | n/a*       |             | n/a*       |             | n/a*       |             |
| Time in Rate<br>(E4/5 = TIR × 2 + 15)<br>(E6 = TIR × 2 + 19)      | 30         | 13%         | 34         | 13%         | n/a*       |             | n/a*       |             | n/a*       |             |
| Awards                                                            | 10         | 4.5%        | 12         | 4.5%        | n/a*       |             | n/a*       |             | n/a*       |             |
| Passed not advanced<br>(PNA points)                               | 10         | 4.5%        | 12         | 4.5%        | n/a*       |             | n/a*       |             | n/a*       |             |
| <b>Total</b>                                                      | <b>230</b> | <b>100%</b> | <b>264</b> | <b>100%</b> | <b>132</b> | <b>100%</b> | <b>160</b> | <b>100%</b> | <b>200</b> | <b>100%</b> |

\*Though these items do not figure into calculating the final multiple for E-7 through E-9, they are considered by the selection board as directed by the Chief of Naval Personnel

• **Standard score**—The exam score weighs heavily in the final multiple for each paygrade. If you fail the exam, you will not be advanced. There are standards which must be met even on a discriminating exam. A person must have at least a recognizable minimum of *should know* knowledge.

• **Performance factor**—These points are awarded for performance evaluations over a given period which varies from paygrade to paygrade.

• **Length of service**—Points for length of service are determined by subtracting the number of years served in the current paygrade from the number of years served on active duty; add 15 to that figure for E-4 and E-5, 19 for E-6.

• **Time in rate**—Points for time in rate are computed by multiplying the number of years served in the current paygrade by two and then adding 15 for E-4 and E-5, 19 for E-6.

• **Awards**—Some medals and awards are worth final multiple points. The *Manual for*

*Advancement* (BUPERS INST 1430.16) contains a list of medals and awards and the number of points assigned to each. The maximum number of points possible is 10 for E-4 and E-5, 12 for E-6.

• **PNA points** are determined by NETPDC and assigned to those who have previously passed an exam in their paygrade but have not been advanced. Navy officials have long felt that recognition was due those who scored well on advancement exams but were not advanced. So, in 1972, the PNA point system was developed. It was a compromise between requiring all candidates to start from scratch with each exam cycle, and not requiring them to retake the advancement exam. To qualify for PNA points a candidate must have achieved a relatively high score on previous exams and received high performance marks. Points are automatically awarded by NETPDC and range from .5 to 3 points per exam to a maximum of 10 for E-4/E-5 and 12 for E-6.

Final Multiple, depicts final multiple computations for E-4 through E-9.

For advancement to E-7 through E-9, the final multiple determines who will be "selection board eligible." Those who have been so designated will have their service records reviewed by the appropriate board which convenes annually. Requirements sought by selection boards vary from year to year, but usually they look for leadership capability and experience, off-duty education, time at sea, and support of the Navy's equal opportunity goals.

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### One Final Look

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Every Navy person seeking advance-

ment must demonstrate leadership ability, possess sufficient military and professional knowledge, and be recommended by the commanding officer. In general—and in summation—each candidate must:

- Have the required time-in-rate.
- Demonstrate an understanding of the information in mandatory rate training manuals and non-resident career courses.
- Demonstrate the ability to perform tasks listed in the Personnel Advancement Requirements (PAR), NavPers-1414/4.
- Be certified by the commanding officer to be eligible in all respects for advancement.
- PO3 and PO2 candidates must

pass a locally administered military leadership examination.

• Demonstrate knowledge of the technical aspects of the next rate by passing a Navywide advancement exam. (E-8 and E-9 candidates who qualify as "selection board eligible" shall retain such eligibility for three consecutive years.)

Meeting all these requirements cannot guarantee that any one person will be advanced. However, the advancement system *does* guarantee that all persons within a particular rate will compete equally for the vacancies that exist.





## Regular or Early- Which Candidate Are You?

All candidates must meet the time-in-rate (TIR) eligibility requirements in order to participate on a Navywide examination for advancement in rate. However, under the new Early Advancement System, there are two types of candidates—Regular and Early. Regular candidates are those test passers who meet Department of Defense (DOD) Total Active Federal Military Service (TAFMS) requirements (shown below). Early candidates are test passers who do not yet meet the DOD TAFMS requirements.

### DOD TAFMS REQUIREMENTS:

|              |               |               |               |
|--------------|---------------|---------------|---------------|
| E-2<br>6 mos | E-3<br>1 yr   | E-4<br>2 yrs  | E-5<br>3 yrs  |
| E-6<br>7 yrs | E-7<br>11 yrs | E-8<br>16 yrs | E-9<br>19 yrs |

Determination of who will be advanced to E-4/5/6 will depend on an individual's relative standing among his rating peers as measured by his final multiple score (FMS). Just as the numbers of early candidates who may be selected for advancement to E-7/8/9 must be controlled to remain within DOD imposed TAFMS constraints, the number of early E-4/5/6 advancements must be controlled. This is accomplished by establishment of an Early Eligibility Zone. An early candidate who ranks within this zone may be advanced if the advancement quota for his rating is large enough. The Early Eligibility Zone's size (percentage) shall be established by a complex computer iteration process in order to maximize the numbers of early can-

didates who may be considered for advancement.

As an example of how the selection process works, consider the following: Suppose that eleven candidates are competing for advancement to first class petty officer in the XYZ rating, and that due to vacancies seven advancements may be authorized. A listing of candidates, in order by Final Multiple Score (FMS), might look like the listing in Table 4.

Note that 10 candidates passed the exam and had an FMS calculated. Also, the number selected for advancement is seven—the quota required to fill available vacancies.

For Early candidates ('E') to have been selected for advancement, they had to achieve a FMS of 195.16 or

higher. Two early candidates did not achieve this score and thus may not be advanced regardless of the quota due to DOD TAFMS constraints. In this example, the Early Eligibility Zone was set at 40% of the test passers and candidates 2 and 3 had a FMS high enough to qualify them for selection. Regular candidates have a slightly increased opportunity for advancement since a FMS of 183.03 or above will qualify them for selection.

Navy personnel planners indicate that the Early Eligibility Zone (percentage) will vary from exam to exam and by paygrade. At E-4 and E-5, normally the early zone cut off FMS and selection FMS will be very close, if not identical, i.e., 100% early zone. For E-6, the example above should be typical.

**Table 4. Cutoff Score Determination**

|                                         | Candidate | FMS     | Status   |
|-----------------------------------------|-----------|---------|----------|
|                                         | 1         | 207.65  | Selectee |
|                                         | 2         | E201.65 | Selectee |
|                                         | 3         | E197.18 | Selectee |
|                                         | 4         | 195.16  | Selectee |
| Early Eligibility Zone<br>Cut Off Score |           |         |          |
|                                         | 5         | 193.16  | Selectee |
|                                         | 6         | 190.61  | Selectee |
|                                         | 7         | E188.30 | PNA *    |
|                                         | 8         | 183.03  | Selectee |
| Selection<br>Cut Off Score              |           |         |          |
|                                         | 9         | 182.15  | PNA      |
|                                         | 10        | E179.32 | PNA      |
|                                         | 11        | — — —   | Fail     |

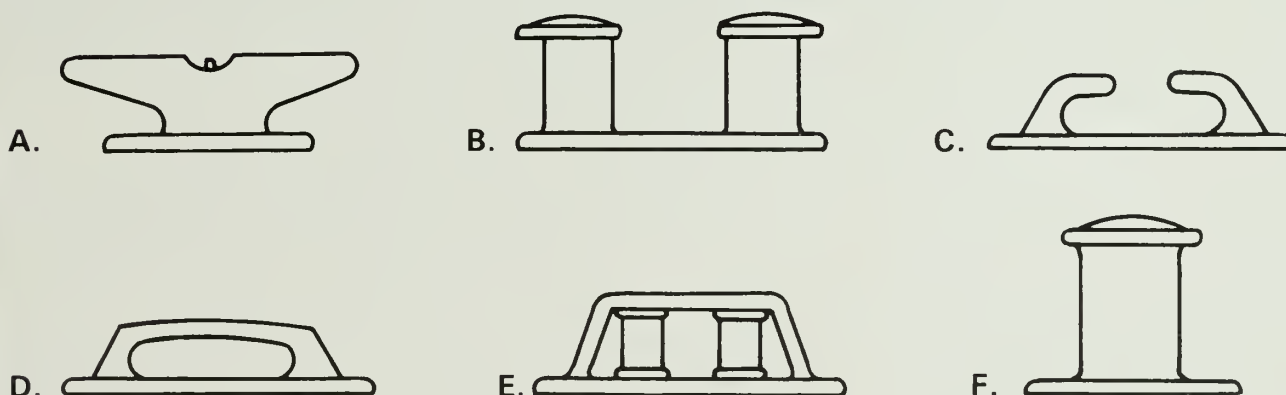
\* PNA — Passed Not Advanced

# Stern Shots

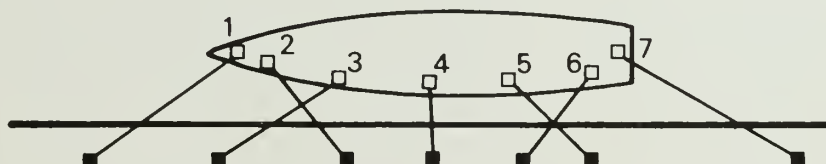
Whenever a ship comes into port, liberty for the crew doesn't begin until the vessel is securely tied up. For large ships, this evolution may take several hours.

Identify these deck fittings and mooring lines to test your knowledge of seamanship. If you're a deck hand, it'll be easy. But, if you're among those sailors who always stand by waiting to "hit the beach," this test may not be so easy.

## Deck Fittings:



## Mooring Lines:



- |    |                           |
|----|---------------------------|
| 1. | a. after quarter spring   |
| 2. | b. waist breast           |
| 3. | c. bow line               |
| 4. | d. after bow spring       |
| 5. | e. forward bow spring     |
| 6. | f. stern line             |
| 7. | g. forward quarter spring |

Deck Fittings: A-cleat; B-bits; C-closed chock; D-open chock; E-roller chock; F-bollard. Mooring Lines: 1-c; 2-d; 3-e; 4-b; 5-a; 6-g; 7-f.

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**LAD**



